

## SUSTAINABILITY PERFORMANCE

### Economic Dimension

| Performance Indicator | Unit         | 2023    | 2024    |
|-----------------------|--------------|---------|---------|
| Revenues              | Million Baht | 25,418  | 27,456  |
| Net Profit            | Million Baht | 7,295   | 7,437   |
| Total Portfolio       | Million Baht | 112,346 | 111,162 |
| - Credit Card         | Million Baht | 74,441  | 73,954  |
| - Personal Loans      | Million Baht | 34,716  | 35,096  |
| - Leasing             | Million Baht | 3,189   | 2,112   |
| Credit Card Spending  | Million Baht | 265,383 | 292,146 |
| Net Interest Margin   | %            | 13.2    | 12.9    |
| Total NPL             | %            | 2.19    | 1.95    |
| NPL Coverage Ratio    | %            | 400.3   | 369.3   |

Remark

- The consolidated financial statements of Krungthai Card Public Company Limited

### Tax Information

| Consolidated financial statements | Unit          | 2023       | 2024       |
|-----------------------------------|---------------|------------|------------|
| Revenues                          | Thousand Baht | 25,418,462 | 27,455,589 |
| Profit before Income Tax          | Thousand Baht | 9,068,139  | 9,265,298  |
| Income Tax Expense                | Thousand Baht | 1,818,508  | 1,877,280  |
| Effective Tax Rate                | %             | 20.0       | 20.3       |
| Income Tax Paid                   | Thousand Baht | 1,961,543  | 2,013,797  |
| Cash Tax Rate <sup>(1)</sup>      | %             | 20         | 20         |

Remark

- <sup>(1)</sup> Cash tax rate define as corporate income taxed paid under Thai Law
- For additional information, please refer to <https://www.ktc.co.th/en/investor-relations/publications-webcast/investorkits>

#### Economic Value Retained

| Performance Indicator                           | Unit          | 2023       | 2024       |
|---|---------------|------------|------------|
| Operating income <sup>(1)</sup>                 | Thousand Baht | 25,465,485 | 27,455,589 |
| Operating costs <sup>(2)</sup>                  | Thousand Baht | 5,518,651  | 6,251,899  |
| Employee wages and benefits <sup>(3)</sup>      | Thousand Baht | 2,661,286  | 2,725,124  |
| Payments to providers of capital <sup>(4)</sup> | Thousand Baht | 4,667,543  | 5,080,657  |
| Payments to government <sup>(5)</sup>           | Thousand Baht | 2,521,567  | 2,713,569  |
| Community investments                           | Thousand Baht | 2,096      | 2,184      |
| Economic value retained                         | Thousand Baht | 10,094,342 | 10,682,156 |

#### Remark

- <sup>(1)</sup> Operating Income consists of Total revenue and Share of Company's profit for using the equity method.
- <sup>(2)</sup> Operating Expense defines to administrative expense excluded employee benefit expense, management remuneration, tax and donation expense.
- <sup>(3)</sup> Employee expense and benefits consist of management remuneration and employee expenses, excluding temporary employee expenses.
- <sup>(4)</sup> Government tax consists of income tax expense, Specific business tax and Stamp duty free.
- <sup>(5)</sup> Payment to providers of capital consists of Finance Costs and Dividend paid to Shareholders.

#### Anti-Corruption

| Information  | Units  | 2021  |        |        | 2022  |        |        | 2023  |        |        | 2024  |        |        |
|--|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|
|  |        | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  |
| Code of Business Conduct: Anti-corruption  |        |       |        |        |       |        |        |       |        |        |       |        |        |
| Percentage of operations assessed for risks related to corruption  | %      | 100   |        |        | 100   |        |        | 100   |        |        | 100   |        |        |
| Total number and percentage of Board of Directors that the organization's anti-corruption policies and procedures have been communicated to, broken down by area | Person | 6     | 2      | 8      | 7     | 1      | 8      | 5     | 3      | 8      | 5     | 3      | 8      |
|  | %      | 75.00 | 25.00  | 100.00 | 87.50 | 12.50  | 100.00 | 62.50 | 37.50  | 100.00 | 62.50 | 37.50  | 100.00 |
| - Thailand   | Person | 6     | 2      | 8      | 7     | 1      | 8      | 5     | 3      | 8      | 5     | 3      | 8      |
|  | %      | 75.00 | 25.00  | 100.00 | 87.50 | 12.50  | 100.00 | 62.50 | 37.50  | 100.00 | 62.50 | 37.50  | 100.00 |
| - Elsewhere  | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|  | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| Total number and percentage of employees that the organization's anti-corruption policies  | Person | 572   | 1,133  | 1,705  | 578   | 1,117  | 1,695  | 604   | 1,188  | 1,792  | 619   | 1,221  | 1,840  |
|  | %      | 33.55 | 66.45  | 100.00 | 34.10 | 65.90  | 100.00 | 33.71 | 66.29  | 100.00 | 33.64 | 66.36  | 100.00 |

|   |        |       |       |        |       |       |        |       |       |        |       |       |        |
|---|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| and procedures have been communicated to, broken down by employee position  |        |       |       |        |       |       |        |       |       |        |       |       |        |
| By management position  | Person | 148   | 186   | 334    | 176   | 263   | 439    | 174   | 280   | 454    | 180   | 298   | 478    |
|   | %      | 44.31 | 55.69 | 100.00 | 40.09 | 59.91 | 100.00 | 38.33 | 61.67 | 100.00 | 37.66 | 62.34 | 100.00 |
| - Top management position   | Person | 8     | 5     | 13     | 7     | 5     | 12     | 6     | 6     | 12     | 4     | 13    | 17     |
|   | %      | 61.54 | 38.46 | 100.00 | 58.33 | 41.67 | 100.00 | 50.00 | 50.00 | 100.00 | 23.53 | 76.47 | 100.00 |
| - Junior-middle management  | Person | 140   | 181   | 321    | 169   | 258   | 427    | 168   | 274   | 442    | 176   | 285   | 461    |
|   | %      | 43.61 | 56.39 | 100.00 | 39.58 | 60.42 | 100.00 | 38.01 | 61.99 | 100.00 | 38.18 | 61.82 | 100.00 |
| By non-management position  | Person | 383   | 853   | 1,236  | 364   | 763   | 1,127  | 389   | 806   | 1,195  | 404   | 835   | 1,239  |
|   | %      | 30.99 | 69.01 | 100.00 | 32.30 | 67.70 | 100.00 | 32.55 | 67.45 | 100.00 | 32.61 | 67.39 | 100.00 |
| - General employee  | Person | 383   | 853   | 1,236  | 364   | 763   | 1,127  | 389   | 806   | 1,195  | 404   | 835   | 1,239  |
|   | %      | 30.99 | 69.01 | 100.00 | 32.30 | 67.70 | 100.00 | 32.55 | 67.45 | 100.00 | 32.61 | 67.39 | 100.00 |
| Temporary employee (Non-management position)  | Person | 41    | 94    | 135    | 38    | 91    | 129    | 41    | 102   | 143    | 35    | 88    | 123    |
|   | %      | 30.37 | 69.63 | 100.00 | 29.46 | 70.54 | 100.00 | 28.67 | 71.33 | 100.00 | 28.46 | 71.54 | 100.00 |
| Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by area | Person | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
|   | %      | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| - Thailand  | Person | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
|   | %      | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| - Elsewhere   | Person | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|   | %      | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| Total number and percentage of the Board of Directors that have received training on anti-corruption, broken down by area <sup>(1)</sup>                | Person | 6     | 2     | 8      | 7     | 1     | 8      | 5     | 3     | 8      | 5     | 3     | 8      |
|   | %      | 75.00 | 25.00 | 100.00 | 87.50 | 12.50 | 100.00 | 62.50 | 37.50 | 100.00 | 62.50 | 37.50 | 100.00 |
| - Thailand  | Person | 6     | 2     | 8      | 7     | 1     | 8      | 5     | 3     | 8      | 5     | 3     | 8      |
|   | %      | 75.00 | 25.00 | 100.00 | 87.50 | 12.50 | 100.00 | 62.50 | 37.50 | 100.00 | 62.50 | 37.50 | 100.00 |
| - Elsewhere   | Person | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|   | %      | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| Total number and percentage of employees that have received training on anti-corruption, broken down by employee position                               | Person | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
|   | %      | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| By management position  | Person | 148   | 186   | 334    | 176   | 263   | 439    | 174   | 280   | 454    | 180   | 298   | 478    |

|  |        |       |       |        |       |       |        |       |       |        |       |       |        |
|--|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
|  | %      | 44.31 | 55.69 | 100.00 | 40.09 | 59.91 | 100.00 | 38.33 | 61.67 | 100.00 | 37.66 | 62.34 | 100.00 |
| - Top management position  | Person | 8     | 5     | 13     | 7     | 5     | 12     | 6     | 6     | 12     | 4     | 13    | 17     |
|  | %      | 61.54 | 38.46 | 100.00 | 58.33 | 41.67 | 100.00 | 50.00 | 50.00 | 100.00 | 23.53 | 76.47 | 100.00 |
| - Junior-middle management   | Person | 140   | 181   | 321    | 169   | 258   | 427    | 168   | 274   | 442    | 176   | 285   | 461    |
|  | %      | 43.61 | 56.39 | 100.00 | 39.58 | 60.42 | 100.00 | 38.01 | 61.99 | 100.00 | 38.18 | 61.82 | 100.00 |
| By non-management position   | Person | 383   | 853   | 1,236  | 364   | 763   | 1,127  | 389   | 806   | 1,195  | 404   | 835   | 1,239  |
|  | %      | 30.99 | 69.01 | 100.00 | 32.30 | 67.70 | 100.00 | 32.55 | 67.45 | 100.00 | 32.61 | 67.39 | 100.00 |
| - General employee   | Person | 383   | 853   | 1,236  | 364   | 763   | 1,127  | 389   | 806   | 1,195  | 404   | 835   | 1,239  |
|  | %      | 30.99 | 69.01 | 100.00 | 32.30 | 67.70 | 100.00 | 32.55 | 67.45 | 100.00 | 32.61 | 67.39 | 100.00 |
| Temporary employee (Non-management position)   | Person | 41    | 94    | 135    | 38    | 91    | 129    | 41    | 102   | 143    | 35    | 88    | 123    |
|  | %      | 30.37 | 69.63 | 100.00 | 29.46 | 70.54 | 100.00 | 28.67 | 71.33 | 100.00 | 28.46 | 71.54 | 100.00 |
| Total number and percentage of employees that have received training on anti-corruption, broken down by area | Person | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
|  | %      | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| - Thailand   | Person | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
|  | %      | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| - Elsewhere  | Person | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|  | %      | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |

Code of Business Conduct: Anti-competitive, antitrust and monopoly legislation

|  |      |   |   |   |   |
|--|------|---|---|---|---|
| Number of legal actions pending regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant   | Case | 0 | 0 | 0 | 0 |
| Number of legal actions completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant | Case | 0 | 0 | 0 | 0 |

Grievance mechanism

|   |      |   |   |   |   |
|---|------|---|---|---|---|
| Number of Code of Conduct breaches reported | Case | 0 | 0 | 0 | 0 |
| - Corruption                                | Case | 0 | 0 | 0 | 0 |
| - Anti-trust/ Anti-competitive              | Case | 0 | 0 | 0 | 0 |

|  |      |   |   |   |   |
|--|------|---|---|---|---|
| - Non-compliance with laws and regulations                     | Case | 0 | 0 | 0 | 0 |
| - Sexual discrimination and harassment                         | Case | 0 | 0 | 0 | 0 |
| - Non-sexual discrimination and harassment                     | Case | 0 | 0 | 0 | 0 |
| - Others   | Case | 0 | 0 | 0 | 0 |
| Number of Code of Conduct breaches under ongoing investigation | Case | 0 | 0 | 0 | 0 |
| - Corruption   | Case | 0 | 0 | 0 | 0 |
| - Anti-trust/ Anti-competitive                                 | Case | 0 | 0 | 0 | 0 |
| - Non-compliance with laws and regulations                     | Case | 0 | 0 | 0 | 0 |
| - Sexual discrimination and harassment                         | Case | 0 | 0 | 0 | 0 |
| - Non-sexual discrimination and harassment                     | Case | 0 | 0 | 0 | 0 |
| - Others   | Case | 0 | 0 | 0 | 0 |
| Number of confirmed and managed Code of Conduct breaches       | Case | 0 | 0 | 0 | 0 |
| - Corruption   | Case | 0 | 0 | 0 | 0 |
| - Anti-trust/ Anti-competitive                                 | Case | 0 | 0 | 0 | 0 |
| - Non-compliance with laws and regulations                     | Case | 0 | 0 | 0 | 0 |
| - Sexual discrimination and harassment                         | Case | 0 | 0 | 0 | 0 |
| - Non-sexual discrimination and harassment                     | Case | 0 | 0 | 0 | 0 |
| - Others   | Case | 0 | 0 | 0 | 0 |

Remark

- <sup>(1)</sup> From 2021 to 2023, the Company's Board of Directors received anti-corruption training through communication and briefings conducted during meetings.

## Social Dimension

## Total Number of Employees

| Information   | Units  | 2021  |        |        | 2022  |        |        | 2023  |        |        | 2024  |        |        |
|---|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|
|   |        | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  |
| Total Employee                                      | Person | 572   | 1,133  | 1,705  | 578   | 1,117  | 1,695  | 604   | 1,188  | 1,792  | 619   | 1,221  | 1,840  |
| Total number of workers who are not employees       | Person | NA    |        |        | NA    |        |        | NA    |        |        | 129   |        |        |
| Total employee by employee contract and nationality |        |       |        |        |       |        |        |       |        |        |       |        |        |
| Total number of full-time employee                  | Person | 572   | 1,133  | 1,705  | 578   | 1,117  | 1,695  | 604   | 1,188  | 1,792  | 619   | 1,221  | 1,840  |
|   | %      | 33.55 | 66.45  | 100.00 | 34.10 | 65.90  | 100.00 | 33.71 | 66.29  | 100.00 | 33.64 | 66.36  | 100.00 |
| - Thai  | Person | 572   | 1,133  | 1,705  | 578   | 1,117  | 1,695  | 604   | 1,188  | 1,792  | 619   | 1,221  | 1,840  |
|   | %      | 33.55 | 66.45  | 100.00 | 34.10 | 65.90  | 100.00 | 33.71 | 66.29  | 100.00 | 33.64 | 66.36  | 100.00 |
| - Foreigner   | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| Total number of permanent employee                  | Person | 531   | 1,039  | 1,570  | 540   | 1,026  | 1,566  | 563   | 1,086  | 1,649  | 584   | 1,133  | 1,717  |
|   | %      | 33.82 | 66.18  | 100.00 | 34.48 | 65.52  | 100.00 | 34.14 | 65.86  | 100.00 | 34.01 | 65.99  | 100.00 |
| - Thai  | Person | 531   | 1,039  | 1,570  | 540   | 1,026  | 1,566  | 563   | 1,086  | 1,649  | 584   | 1,133  | 1,717  |
|   | %      | 33.82 | 66.18  | 100.00 | 34.48 | 65.52  | 100.00 | 34.14 | 65.86  | 100.00 | 34.01 | 65.99  | 100.00 |
| - Foreigner   | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| Total number of temporary employee                  | Person | 41    | 94     | 135    | 38    | 91     | 129    | 41    | 102    | 143    | 35    | 88     | 123    |
|   | %      | 30.37 | 69.63  | 100.00 | 29.46 | 70.54  | 100.00 | 28.67 | 71.33  | 100.00 | 28.46 | 71.54  | 100.00 |
| - Thai  | Person | 41    | 94     | 135    | 38    | 91     | 129    | 41    | 102    | 143    | 35    | 88     | 123    |
|   | %      | 30.37 | 69.63  | 100.00 | 29.46 | 70.54  | 100.00 | 28.67 | 71.33  | 100.00 | 28.46 | 71.54  | 100.00 |
| - Foreigner   | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| Total number of non-guaranteed hours employee       | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| - Thai  | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| - Foreigner   | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| Total number of part-time employee                  | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| - Thai  | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| - Foreigner   | Person | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      | 0     | 0      | 0      |
|   | %      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   |
| Total employee by employee contract and age group   |        |       |        |        |       |        |        |       |        |        |       |        |        |

|  |         |       |       |        |       |       |        |       |       |        |       |       |        |
|--|---------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| Total Employee                                     | Persons | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
| % of total employee                                | %       | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| < 30 years old                                     | Persons | 90    | 224   | 314    | 89    | 186   | 275    | 104   | 209   | 313    | 86    | 199   | 285    |
|  | %       | 5.28  | 13.14 | 18.42  | 5.25  | 10.97 | 16.22  | 5.80  | 11.66 | 17.47  | 4.67  | 10.82 | 15.49  |
| 30-50 years old                                    | Persons | 408   | 801   | 1,209  | 410   | 802   | 1,212  | 423   | 845   | 1,268  | 450   | 875   | 1,325  |
|  | %       | 23.93 | 46.98 | 70.91  | 24.19 | 47.32 | 71.50  | 23.60 | 47.15 | 70.76  | 24.46 | 47.55 | 72.01  |
| > 50 years old                                     | Persons | 74    | 108   | 182    | 79    | 129   | 208    | 77    | 134   | 211    | 83    | 147   | 230    |
|  | %       | 4.34  | 6.33  | 10.67  | 4.66  | 7.61  | 12.27  | 4.30  | 7.48  | 11.77  | 4.51  | 7.99  | 12.50  |
| Permanent employee                                 | Persons | 531   | 1,039 | 1,570  | 540   | 1,026 | 1,566  | 563   | 1,086 | 1,649  | 584   | 1,133 | 1,717  |
| % of total FTEs                                    | %       | 33.82 | 66.18 | 100.00 | 34.48 | 65.52 | 100.00 | 34.14 | 65.86 | 100.00 | 34.01 | 65.99 | 100.00 |
| < 30 years old                                     | Persons | 67    | 173   | 240    | 69    | 144   | 213    | 81    | 166   | 247    | 68    | 167   | 235    |
|  | %       | 4.27  | 11.02 | 15.29  | 4.41  | 9.20  | 13.60  | 4.91  | 10.07 | 14.98  | 3.96  | 9.73  | 13.69  |
| 30-50 years old                                    | Persons | 391   | 758   | 1,149  | 392   | 754   | 1,146  | 405   | 790   | 1,195  | 433   | 823   | 1,256  |
|  | %       | 24.90 | 48.28 | 73.18  | 25.03 | 48.15 | 73.18  | 24.56 | 47.91 | 72.47  | 25.22 | 47.93 | 73.15  |
| > 50 years old                                     | Persons | 73    | 108   | 181    | 79    | 128   | 207    | 77    | 130   | 207    | 83    | 143   | 226    |
|  | %       | 4.65  | 6.88  | 11.53  | 5.04  | 8.17  | 13.22  | 4.67  | 7.88  | 12.55  | 4.83  | 8.33  | 13.16  |
| Total permanent employee by position and age group |         |       |       |        |       |       |        |       |       |        |       |       |        |
| Management position                                | Persons | 148   | 186   | 334    | 176   | 263   | 439    | 174   | 280   | 454    | 180   | 298   | 478    |
| % of total management positions                    | %       | 44.31 | 55.69 | 100.00 | 40.09 | 59.91 | 100.00 | 38.33 | 61.67 | 100.00 | 37.66 | 62.34 | 100.00 |
| Top management position                            | Persons | 8     | 5     | 13     | 7     | 5     | 12     | 6     | 6     | 12     | 4     | 13    | 17     |
| % of total top management positions                | %       | 61.54 | 38.46 | 100.00 | 58.33 | 41.67 | 100.00 | 50.00 | 50.00 | 100.00 | 23.53 | 76.47 | 100.00 |
| < 30 years old                                     | Persons | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|  | %       | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| 30-50 years old                                    | Persons | 0     | 4     | 4      | 0     | 2     | 2      | 0     | 3     | 3      | 1     | 4     | 5      |
|  | %       | 0.00  | 30.77 | 30.77  | 0.00  | 16.67 | 16.67  | 0.00  | 25.00 | 25.00  | 5.88  | 23.53 | 29.41  |
| > 50 years old                                     | Persons | 8     | 1     | 9      | 7     | 3     | 10     | 6     | 3     | 9      | 3     | 9     | 12     |
|  | %       | 61.54 | 7.69  | 69.23  | 58.33 | 25.00 | 83.33  | 50.00 | 25.00 | 75.00  | 17.65 | 52.94 | 70.59  |
| Middle management position                         | Persons | 66    | 90    | 156    | 79    | 93    | 172    | 77    | 99    | 176    | 78    | 96    | 174    |
| % of total middle management positions             | %       | 42.31 | 57.69 | 100.00 | 45.93 | 54.07 | 100.00 | 43.75 | 56.25 | 100.00 | 44.83 | 55.17 | 100.00 |
| < 30 years old                                     | Persons | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|  | %       | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| 30-50 years old                                    | Persons | 35    | 36    | 71     | 41    | 35    | 76     | 39    | 40    | 79     | 34    | 41    | 75     |
|  | %       | 22.44 | 23.08 | 45.51  | 23.84 | 20.35 | 44.19  | 22.16 | 22.73 | 44.89  | 19.54 | 23.56 | 43.10  |
| > 50 years old                                     | Persons | 31    | 54    | 85     | 38    | 58    | 96     | 38    | 59    | 97     | 44    | 55    | 99     |
|  | %       | 19.87 | 34.62 | 54.49  | 22.09 | 33.72 | 55.81  | 21.59 | 33.52 | 55.11  | 25.29 | 31.61 | 56.90  |
| Junior management position                         | Persons | 74    | 91    | 165    | 90    | 165   | 255    | 91    | 175   | 266    | 98    | 189   | 287    |

|  |         |       |       |        |       |       |        |       |       |        |       |       |        |
|--|---------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| % of total junior management positions                   | %       | 44.85 | 55.15 | 100.00 | 35.29 | 64.71 | 100.00 | 34.21 | 65.79 | 100.00 | 34.15 | 65.85 | 100.00 |
| < 30 years old   | Persons | 1     | 0     | 1      | 1     | 1     | 2      | 2     | 0     | 2      | 2     | 0     | 2      |
|  | %       | 0.61  | 0.00  | 0.61   | 0.39  | 0.39  | 0.78   | 0.75  | 0.00  | 0.75   | 0.70  | 0.00  | 0.70   |
| 30-50 years old  | Persons | 58    | 69    | 127    | 68    | 122   | 190    | 71    | 135   | 206    | 77    | 142   | 219    |
|  | %       | 35.15 | 41.82 | 76.97  | 26.67 | 47.84 | 74.51  | 26.69 | 50.75 | 77.44  | 26.83 | 49.48 | 76.31  |
| > 50 years old   | Persons | 15    | 22    | 37     | 21    | 42    | 63     | 18    | 40    | 58     | 19    | 47    | 66     |
|  | %       | 9.09  | 13.33 | 22.42  | 8.24  | 16.47 | 24.71  | 6.77  | 15.04 | 21.80  | 6.62  | 16.38 | 23.00  |
| Non-management position                                  | Persons | 383   | 853   | 1,236  | 364   | 763   | 1,127  | 389   | 806   | 1,195  | 404   | 835   | 1,239  |
| % of total non-management positions                      | %       | 30.99 | 69.01 | 100.00 | 32.30 | 67.70 | 100.00 | 32.55 | 67.45 | 100.00 | 32.61 | 67.39 | 100.00 |
| General Employee   | Persons | 383   | 853   | 1,236  | 364   | 763   | 1,127  | 389   | 806   | 1,195  | 404   | 835   | 1,239  |
| % of total general employee                              | %       | 30.99 | 69.01 | 100.00 | 32.30 | 67.70 | 100.00 | 32.55 | 67.45 | 100.00 | 32.61 | 67.39 | 100.00 |
| < 30 years old   | Persons | 66    | 173   | 239    | 68    | 143   | 211    | 79    | 166   | 245    | 66    | 167   | 233    |
|  | %       | 5.34  | 14.00 | 19.34  | 6.03  | 12.69 | 18.72  | 6.61  | 13.89 | 20.50  | 5.33  | 13.48 | 18.81  |
| 30-50 years old  | Persons | 298   | 649   | 947    | 283   | 595   | 878    | 295   | 612   | 907    | 321   | 636   | 957    |
|  | %       | 24.11 | 52.51 | 76.62  | 25.11 | 52.80 | 77.91  | 24.69 | 51.21 | 75.90  | 25.91 | 51.33 | 77.24  |
| > 50 years old   | Persons | 19    | 31    | 50     | 13    | 25    | 38     | 15    | 28    | 43     | 17    | 32    | 49     |
|  | %       | 1.54  | 2.51  | 4.05   | 1.15  | 2.22  | 3.37   | 1.26  | 2.34  | 3.60   | 1.37  | 2.58  | 3.95   |
| Total temporary employee by age group                    |         |       |       |        |       |       |        |       |       |        |       |       |        |
| Temporary employee (Non-management position)             | Persons | 41    | 94    | 135    | 38    | 91    | 129    | 41    | 102   | 143    | 35    | 88    | 123    |
| % of total temporary workers                             | %       | 30.37 | 69.63 | 100.00 | 29.46 | 70.54 | 100.00 | 28.67 | 71.33 | 100.00 | 28.46 | 71.54 | 100.00 |
| < 30 years old   | Persons | 23    | 51    | 74     | 20    | 42    | 62     | 23    | 43    | 66     | 18    | 32    | 50     |
|  | %       | 17.04 | 37.78 | 54.81  | 15.50 | 32.56 | 48.06  | 16.08 | 30.07 | 46.15  | 14.63 | 26.02 | 40.65  |
| 30-50 years old  | Persons | 17    | 43    | 60     | 18    | 48    | 66     | 18    | 55    | 73     | 17    | 52    | 69     |
|  | %       | 12.59 | 31.85 | 44.44  | 13.95 | 37.21 | 51.16  | 12.59 | 38.46 | 51.05  | 13.82 | 42.28 | 56.10  |
| > 50 years old   | Persons | 1     | 0     | 1      | 0     | 1     | 1      | 0     | 4     | 4      | 0     | 4     | 4      |
|  | %       | 0.74  | 0.00  | 0.74   | 0.00  | 0.78  | 0.78   | 0.00  | 2.80  | 2.80   | 0.00  | 3.25  | 3.25   |
| Average years employed by the company for total employee | Year    | NA    |       |        | NA    |       |        | NA    |       |        | 9.58  | 9.32  | 9.41   |
| Total permanent employee by function group               |         |       |       |        |       |       |        |       |       |        |       |       |        |
| Management Level in revenue generating functions         | Persons | 48    | 73    | 121    | 51    | 86    | 137    | 57    | 116   | 173    | 53    | 104   | 157    |
| % of total Management Level in                           | %       | 39.67 | 60.33 | 100.00 | 37.23 | 62.77 | 100.00 | 32.95 | 67.05 | 100.00 | 33.76 | 66.24 | 100.00 |



|   |         |       |       |        |       |       |        |       |       |        |       |       |        |
|---|---------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| revenue generating functions  |         |       |       |        |       |       |        |       |       |        |       |       |        |
| < 30 years old  | Persons | 1     | 0     | 1      | 1     | 0     | 1      | 0     | 0     | 0      | 0     | 0     | 0      |
|   | %       | 0.83  | 0.00  | 0.83   | 0.73  | 0.00  | 0.73   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| 30-50 years old   | Persons | 37    | 38    | 75     | 36    | 52    | 88     | 42    | 76    | 118    | 36    | 65    | 101    |
|   | %       | 30.58 | 31.40 | 61.98  | 26.28 | 37.96 | 64.23  | 24.28 | 43.93 | 68.21  | 22.93 | 41.40 | 64.33  |
| > 50 years old  | Persons | 10    | 35    | 45     | 14    | 34    | 48     | 15    | 40    | 55     | 17    | 39    | 56     |
|   | %       | 8.26  | 28.93 | 37.19  | 10.22 | 24.82 | 35.04  | 8.67  | 23.12 | 31.79  | 10.83 | 24.84 | 35.67  |
| STEM-related position   | Persons | 81    | 94    | 175    | 90    | 97    | 187    | 89    | 100   | 189    | 92    | 106   | 198    |
| % of total STEM-related position  | %       | 46.29 | 53.71 | 100.00 | 48.13 | 51.87 | 100.00 | 47.09 | 52.91 | 100.00 | 46.46 | 53.54 | 100.00 |
| < 30 years old  | Persons | 6     | 12    | 18     | 11    | 14    | 25     | 15    | 18    | 33     | 11    | 17    | 28     |
|   | %       | 3.43  | 6.86  | 10.29  | 5.88  | 7.49  | 13.37  | 7.94  | 9.52  | 17.46  | 5.56  | 8.59  | 14.14  |
| 30-50 years old   | Persons | 57    | 65    | 122    | 59    | 63    | 122    | 55    | 62    | 117    | 55    | 62    | 117    |
|   | %       | 32.57 | 37.14 | 69.71  | 31.55 | 33.69 | 65.24  | 29.10 | 32.80 | 61.90  | 27.78 | 31.31 | 59.09  |
| > 50 years old  | Persons | 18    | 17    | 35     | 20    | 20    | 40     | 19    | 20    | 39     | 26    | 27    | 53     |
|   | %       | 10.29 | 9.71  | 20.00  | 10.70 | 10.70 | 21.39  | 10.05 | 10.58 | 20.63  | 13.13 | 13.64 | 26.77  |
| Total permanent employee by country   |         |       |       |        |       |       |        |       |       |        |       |       |        |
| Thailand  | Persons | 572   | 1,133 | 1,705  | 578   | 1,117 | 1,695  | 604   | 1,188 | 1,792  | 619   | 1,221 | 1,840  |
|   | %       | 33.55 | 66.45 | 100.00 | 34.10 | 65.90 | 100.00 | 33.71 | 66.29 | 100.00 | 33.64 | 66.36 | 100.00 |
| Elsewhere   | Persons | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|   | %       | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| Total permanent employee by position and nationality                        |         |       |       |        |       |       |        |       |       |        |       |       |        |
| Thai Nationals in Management Positions (Junior, Middle, Top Management)     | Persons | 148   | 186   | 334    | 176   | 263   | 439    | 174   | 280   | 454    | 180   | 298   | 478    |
|   | %       | 44.31 | 55.69 | 100.00 | 40.09 | 59.91 | 100.00 | 38.33 | 61.67 | 100.00 | 37.66 | 62.34 | 100.00 |
| Chinese Nationals in Management Positions (Junior, Middle, Top Management)  | Persons | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|   | %       | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |
| American Nationals in Management Positions (Junior, Middle, Top Management) | Persons | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      | 0     | 0     | 0      |
|   | %       | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   | 0.00  | 0.00  | 0.00   |

Remark

- Total Employee refers to individual who is in an employment relationship with the organization according to the national law or practice. Data consolidated as of 31 December 2024.
- Total number of workers who are not employees refers to workers who are not employee, including contractors, subcontractors, and professional outsourced workers performing tasks similar to those of employees. Data consolidated as of 31 December 2024.
- Permanent worker refers to employee under contract that does not specify a definite period, categorized as full-time employees and part-time employees.
- Temporary employee refers to employee under contract that clearly specifies a definite period.
- NA indicates that the data was not collected.

## Hiring

| Information   | Units   | 2021  |        |        | 2022  |        |        | 2023  |        |        | 2024  |        |        |
|---|---------|-------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|
|   |         | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  |
| Total Number of Hires   | Persons | 42    | 132    | 174    | 119   | 255    | 374    | 121   | 238    | 359    | 89    | 187    | 276    |
| Total number of hires to total vacant positions (internal & external) | %       | 24.14 | 75.86  | 100.00 | 31.82 | 68.18  | 100.00 | 33.70 | 66.30  | 100.00 | 32.25 | 67.75  | 100.00 |
| External Hires  |         |       |        |        |       |        |        |       |        |        |       |        |        |
| Total number of new employee hires                                    | Persons | 40    | 118    | 158    | 112   | 238    | 350    | 116   | 222    | 338    | 88    | 182    | 270    |
| External hire to total vacant positions (internal & external)         | %       | 22.99 | 67.82  | 90.80  | 29.95 | 63.64  | 93.58  | 32.31 | 61.84  | 94.15  | 31.88 | 65.94  | 97.83  |
| By type of employment   |         |       |        |        |       |        |        |       |        |        |       |        |        |
| Full-time employees   | Persons | 24    | 83     | 107    | 82    | 148    | 230    | 94    | 176    | 270    | 82    | 164    | 246    |
| By employee position  |         |       |        |        |       |        |        |       |        |        |       |        |        |
| By management position  | Persons | 2     | 3      | 5      | 13    | 13     | 26     | 13    | 22     | 35     | 22    | 18     | 40     |
| Top management position   | Persons | 0     | 0      | 0      | 0     | 1      | 1      | 0     | 0      | 0      | 0     | 1      | 1      |
| Middle management position  | Persons | 1     | 2      | 3      | 5     | 1      | 6      | 2     | 4      | 6      | 8     | 4      | 12     |
| Junior management position  | Persons | 1     | 1      | 2      | 8     | 11     | 19     | 11    | 18     | 29     | 14    | 13     | 27     |
| By non-management position  | Persons | 22    | 80     | 102    | 69    | 135    | 204    | 81    | 154    | 235    | 60    | 146    | 206    |
| General Employee  | Persons | 22    | 80     | 102    | 69    | 135    | 204    | 81    | 154    | 235    | 60    | 146    | 206    |
| Temporary employee (Non-management position)                          | Persons | 16    | 35     | 51     | 30    | 90     | 120    | 22    | 46     | 68     | 6     | 18     | 24     |
| Temporary employee  | Persons | 16    | 35     | 51     | 30    | 90     | 120    | 22    | 46     | 68     | 6     | 18     | 24     |

[illegible]

|                                   |         |        |        |        |        |
|-----------------------------------|---------|--------|--------|--------|--------|
| Total Number of Open Positions    | Persons | 197    | 389    | 395    | 292    |
| Average Hiring Cost/ FTE Currency | Baht    | 28,920 | 13,387 | 14,791 | 22,938 |

| Information   | Units   | 2021  |        |        | 2022  |        |        | 2023  |        |        | 2024  |        |        |
|---|---------|-------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|
|   |         | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  |
| Total Number of Hires   | Persons | 42    | 132    | 174    | 119   | 255    | 374    | 121   | 238    | 359    | 89    | 187    | 276    |
| Total number of hires to total vacant positions (internal & external) | %       | 24.14 | 75.86  | 100.00 | 31.82 | 68.18  | 100.00 | 33.70 | 66.30  | 100.00 | 32.25 | 67.75  | 100.00 |
| External Hires  |         |       |        |        |       |        |        |       |        |        |       |        |        |
| Total number of new employee hires                                    | Persons | 40    | 118    | 158    | 112   | 238    | 350    | 116   | 222    | 338    | 88    | 182    | 270    |
| External hire to total vacant positions (internal & external)         | %       | 22.99 | 67.82  | 90.80  | 29.95 | 63.64  | 93.58  | 32.31 | 61.84  | 94.15  | 31.88 | 65.94  | 97.83  |
| By type of employment   |         |       |        |        |       |        |        |       |        |        |       |        |        |
| Full-time employees   | Persons | 24    | 83     | 107    | 82    | 148    | 230    | 94    | 176    | 270    | 82    | 164    | 246    |
| By employee position  |         |       |        |        |       |        |        |       |        |        |       |        |        |
| By management position  | Persons | 2     | 3      | 5      | 13    | 13     | 26     | 13    | 22     | 35     | 22    | 18     | 40     |
| Top management position   | Persons | 0     | 0      | 0      | 0     | 1      | 1      | 0     | 0      | 0      | 0     | 1      | 1      |
| Middle management position  | Persons | 1     | 2      | 3      | 5     | 1      | 6      | 2     | 4      | 6      | 8     | 4      | 12     |
| Junior management position  | Persons | 1     | 1      | 2      | 8     | 11     | 19     | 11    | 18     | 29     | 14    | 13     | 27     |
| By non-management position  | Persons | 22    | 80     | 102    | 69    | 135    | 204    | 81    | 154    | 235    | 60    | 146    | 206    |
| General Employee  | Persons | 22    | 80     | 102    | 69    | 135    | 204    | 81    | 154    | 235    | 60    | 146    | 206    |
| Temporary employee  | Persons | 16    | 35     | 51     | 30    | 90     | 120    | 22    | 46     | 68     | 6     | 18     | 24     |

|   |         |      |      |      |      |      |      |      |      |      |      |      |      |
|---|---------|------|------|------|------|------|------|------|------|------|------|------|------|
| (Non-management position)                                     |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Temporary employee  | Persons | 16   | 35   | 51   | 30   | 90   | 120  | 22   | 46   | 68   | 6    | 18   | 24   |
| By age group  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| < 30 years old  | Persons | 26   | 74   | 100  | 53   | 108  | 161  | 58   | 104  | 162  | 29   | 92   | 121  |
| 30-50 years old   | Persons | 14   | 44   | 58   | 56   | 126  | 182  | 58   | 117  | 175  | 56   | 87   | 143  |
| > 50 years old  | Persons | 0    | 0    | 0    | 3    | 4    | 7    | 0    | 1    | 1    | 3    | 3    | 6    |
| By nationality  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Thailand  | Persons | 40   | 118  | 158  | 112  | 238  | 350  | 116  | 222  | 338  | 88   | 182  | 270  |
| Foreigners  | Persons | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Internal Hires  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Total number of internal hires                                | Persons | 2    | 14   | 16   | 7    | 17   | 24   | 5    | 16   | 21   | 1    | 5    | 6    |
| Internal hire to Total vacant positions (internal & external) | %       | 1.15 | 8.05 | 9.20 | 1.87 | 4.55 | 6.42 | 1.39 | 4.46 | 5.85 | 0.36 | 1.81 | 2.17 |
| By type of employment   |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Full-time employees   | Persons | 2    | 14   | 16   | 7    | 17   | 24   | 4    | 15   | 19   | 1    | 5    | 6    |
| By employee position  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| By management position  | Persons | 0    | 6    | 6    | 3    | 3    | 6    | 2    | 3    | 5    | 1    | 3    | 4    |
| Top management position                                       | Persons | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Middle management position                                    | Persons | 0    | 3    | 3    | 0    | 1    | 1    | 1    | 2    | 3    | 1    | 1    | 2    |
| Junior management position                                    | Persons | 0    | 3    | 3    | 3    | 2    | 5    | 1    | 1    | 2    | 0    | 2    | 2    |
| By non-management position                                    | Persons | 2    | 8    | 10   | 4    | 14   | 18   | 2    | 12   | 14   | 0    | 2    | 2    |
| General Employee  | Persons | 2    | 8    | 10   | 4    | 14   | 18   | 2    | 12   | 14   | 0    | 2    | 2    |
| Temporary employee (Non-management position)                  | Persons | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 1    | 2    | 0    | 0    | 0    |

|                                   |         |        |    |    |        |    |    |        |    |    |        |   |   |
|-----------------------------------|---------|--------|----|----|--------|----|----|--------|----|----|--------|---|---|
| Temporary employee                | Persons | 0      | 0  | 0  | 0      | 0  | 0  | 1      | 1  | 2  | 0      | 0 | 0 |
| By age group                      |         |        |    |    |        |    |    |        |    |    |        |   |   |
| < 30 years old                    | Persons | 1      | 3  | 4  | 0      | 5  | 5  | 0      | 3  | 3  | 0      | 0 | 0 |
| 30-50 years old                   | Persons | 1      | 9  | 10 | 7      | 10 | 17 | 5      | 11 | 16 | 1      | 4 | 5 |
| > 50 years old                    | Persons | 0      | 2  | 2  | 0      | 2  | 2  | 0      | 2  | 2  | 0      | 1 | 1 |
| By nationality                    |         |        |    |    |        |    |    |        |    |    |        |   |   |
| Thailand                          | Persons | 2      | 14 | 16 | 7      | 17 | 24 | 5      | 16 | 21 | 1      | 5 | 6 |
| Foreigners                        | Persons | 0      | 0  | 0  | 0      | 0  | 0  | 0      | 0  | 0  | 0      | 0 | 0 |
| Total Number of Open Positions    | Persons | 197    |    |    | 389    |    |    | 395    |    |    | 292    |   |   |
| Average Hiring Cost/ FTE Currency | Baht    | 28,920 |    |    | 13,387 |    |    | 14,791 |    |    | 22,938 |   |   |

| Information   | Units   | 2021  |        |        | 2022  |        |        | 2023  |        |        | 2024  |        |        |
|---|---------|-------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|--------|
|   |         | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  | Male  | Female | Total  |
| Total Number of Hires   | Persons | 42    | 132    | 174    | 119   | 255    | 374    | 121   | 238    | 359    | 89    | 187    | 276    |
| Total number of hires to total vacant positions (internal & external) | %       | 24.14 | 75.86  | 100.00 | 31.82 | 68.18  | 100.00 | 33.70 | 66.30  | 100.00 | 32.25 | 67.75  | 100.00 |
| External Hires  |         |       |        |        |       |        |        |       |        |        |       |        |        |
| Total number of new employee hires                                    | Persons | 40    | 118    | 158    | 112   | 238    | 350    | 116   | 222    | 338    | 88    | 182    | 270    |
| External hire to total vacant positions (internal & external)         | %       | 22.99 | 67.82  | 90.80  | 29.95 | 63.64  | 93.58  | 32.31 | 61.84  | 94.15  | 31.88 | 65.94  | 97.83  |
| By type of employment   |         |       |        |        |       |        |        |       |        |        |       |        |        |
| Full-time employees   | Persons | 24    | 83     | 107    | 82    | 148    | 230    | 94    | 176    | 270    | 82    | 164    | 246    |
| By employee position  |         |       |        |        |       |        |        |       |        |        |       |        |        |
| By management position  | Persons | 2     | 3      | 5      | 13    | 13     | 26     | 13    | 22     | 35     | 22    | 18     | 40     |
| Top management position   | Persons | 0     | 0      | 0      | 0     | 1      | 1      | 0     | 0      | 0      | 0     | 1      | 1      |
| Middle management position  | Persons | 1     | 2      | 3      | 5     | 1      | 6      | 2     | 4      | 6      | 8     | 4      | 12     |

|   |         |      |      |      |      |      |      |      |      |      |      |      |      |
|---|---------|------|------|------|------|------|------|------|------|------|------|------|------|
| Junior management position                                    | Persons | 1    | 1    | 2    | 8    | 11   | 19   | 11   | 18   | 29   | 14   | 13   | 27   |
| By non-management position                                    | Persons | 22   | 80   | 102  | 69   | 135  | 204  | 81   | 154  | 235  | 60   | 146  | 206  |
| General Employee  | Persons | 22   | 80   | 102  | 69   | 135  | 204  | 81   | 154  | 235  | 60   | 146  | 206  |
| Temporary employee (Non-management position)                  | Persons | 16   | 35   | 51   | 30   | 90   | 120  | 22   | 46   | 68   | 6    | 18   | 24   |
| Temporary employee  | Persons | 16   | 35   | 51   | 30   | 90   | 120  | 22   | 46   | 68   | 6    | 18   | 24   |
| By age group  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| < 30 years old  | Persons | 26   | 74   | 100  | 53   | 108  | 161  | 58   | 104  | 162  | 29   | 92   | 121  |
| 30-50 years old   | Persons | 14   | 44   | 58   | 56   | 126  | 182  | 58   | 117  | 175  | 56   | 87   | 143  |
| > 50 years old  | Persons | 0    | 0    | 0    | 3    | 4    | 7    | 0    | 1    | 1    | 3    | 3    | 6    |
| By nationality  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Thailand  | Persons | 40   | 118  | 158  | 112  | 238  | 350  | 116  | 222  | 338  | 88   | 182  | 270  |
| Foreigners  | Persons | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Internal Hires  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Total number of internal hires                                | Persons | 2    | 14   | 16   | 7    | 17   | 24   | 5    | 16   | 21   | 1    | 5    | 6    |
| Internal hire to Total vacant positions (internal & external) | %       | 1.15 | 8.05 | 9.20 | 1.87 | 4.55 | 6.42 | 1.39 | 4.46 | 5.85 | 0.36 | 1.81 | 2.17 |
| By type of employment   |         |      |      |      |      |      |      |      |      |      |      |      |      |
| Full-time employees   | Persons | 2    | 14   | 16   | 7    | 17   | 24   | 4    | 15   | 19   | 1    | 5    | 6    |
| By employee position  |         |      |      |      |      |      |      |      |      |      |      |      |      |
| By management position  | Persons | 0    | 6    | 6    | 3    | 3    | 6    | 2    | 3    | 5    | 1    | 3    | 4    |
| Top management position                                       | Persons | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Middle management position                                    | Persons | 0    | 3    | 3    | 0    | 1    | 1    | 1    | 2    | 3    | 1    | 1    | 2    |
| Junior management position                                    | Persons | 0    | 3    | 3    | 3    | 2    | 5    | 1    | 1    | 2    | 0    | 2    | 2    |

|  |         |        |    |    |        |    |    |        |    |    |        |   |   |
|--|---------|--------|----|----|--------|----|----|--------|----|----|--------|---|---|
| By non-management position                   | Persons | 2      | 8  | 10 | 4      | 14 | 18 | 2      | 12 | 14 | 0      | 2 | 2 |
| General Employee                             | Persons | 2      | 8  | 10 | 4      | 14 | 18 | 2      | 12 | 14 | 0      | 2 | 2 |
| Temporary employee (Non-management position) | Persons | 0      | 0  | 0  | 0      | 0  | 0  | 1      | 1  | 2  | 0      | 0 | 0 |
| Temporary employee                           | Persons | 0      | 0  | 0  | 0      | 0  | 0  | 1      | 1  | 2  | 0      | 0 | 0 |
| By age group                                 |         |        |    |    |        |    |    |        |    |    |        |   |   |
| < 30 years old                               | Persons | 1      | 3  | 4  | 0      | 5  | 5  | 0      | 3  | 3  | 0      | 0 | 0 |
| 30-50 years old                              | Persons | 1      | 9  | 10 | 7      | 10 | 17 | 5      | 11 | 16 | 1      | 4 | 5 |
| > 50 years old                               | Persons | 0      | 2  | 2  | 0      | 2  | 2  | 0      | 2  | 2  | 0      | 1 | 1 |
| By nationality                               |         |        |    |    |        |    |    |        |    |    |        |   |   |
| Thailand                                     | Persons | 2      | 14 | 16 | 7      | 17 | 24 | 5      | 16 | 21 | 1      | 5 | 6 |
| Foreigners                                   | Persons | 0      | 0  | 0  | 0      | 0  | 0  | 0      | 0  | 0  | 0      | 0 | 0 |
| Total Number of Open Positions               | Persons | 197    |    |    | 389    |    |    | 395    |    |    | 292    |   |   |
| Average Hiring Cost/ FTE Currency            | Baht    | 28,920 |    |    | 13,387 |    |    | 14,791 |    |    | 22,938 |   |   |

#### Total Number of Employees Turnover

| Information                       | Units   | 2021 |        |       | 2022 |        |       | 2023 |        |       | 2024 |        |       |
|-----------------------------------|---------|------|--------|-------|------|--------|-------|------|--------|-------|------|--------|-------|
|                                   |         | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Total employee turnover           | Persons | 67   | 105    | 172   | 95   | 195    | 290   | 81   | 137    | 218   | 64   | 133    | 197   |
| Total employee turnover rate      | %       | 3.93 | 6.16   | 10.09 | 5.60 | 11.50  | 17.11 | 4.52 | 7.65   | 12.17 | 3.48 | 7.23   | 10.71 |
| By type of employment             |         |      |        |       |      |        |       |      |        |       |      |        |       |
| Full-time employees               |         |      |        |       |      |        |       |      |        |       |      |        |       |
| Full-time employees turnover      | Persons | 49   | 82     | 131   | 78   | 158    | 236   | 72   | 116    | 188   | 60   | 117    | 177   |
| Full-time employees turnover rate | %       | 2.87 | 4.81   | 7.68  | 4.60 | 9.32   | 13.92 | 4.02 | 6.47   | 10.49 | 3.26 | 6.36   | 9.62  |
| By employee position              |         |      |        |       |      |        |       |      |        |       |      |        |       |
| By management position            | Persons | 13   | 11     | 24    | 17   | 18     | 35    | 21   | 16     | 37    | 24   | 23     | 47    |
| Top management position           | Persons | 0    | 0      | 0     | 1    | 0      | 1     | 1    | 0      | 1     | 5    | 0      | 5     |
|                                   | %       | 0.00 | 0.00   | 0.00  | 0.06 | 0.00   | 0.06  | 0.06 | 0.00   | 0.06  | 0.27 | 0.00   | 0.27  |



|  |         |      |      |       |      |       |       |      |      |       |      |      |       |
|--|---------|------|------|-------|------|-------|-------|------|------|-------|------|------|-------|
| Middle management position                   | Persons | 3    | 7    | 10    | 4    | 7     | 11    | 9    | 6    | 15    | 8    | 7    | 15    |
|  | %       | 0.18 | 0.41 | 0.59  | 0.24 | 0.41  | 0.65  | 0.50 | 0.33 | 0.84  | 0.43 | 0.38 | 0.82  |
| Junior management position                   | Persons | 10   | 4    | 14    | 12   | 11    | 23    | 11   | 10   | 21    | 11   | 16   | 27    |
|  | %       | 0.59 | 0.23 | 0.82  | 0.71 | 0.65  | 1.36  | 0.61 | 0.56 | 1.17  | 0.60 | 0.87 | 1.47  |
| By non-management position                   | Persons | 36   | 71   | 107   | 61   | 140   | 201   | 51   | 100  | 151   | 36   | 94   | 130   |
| General employee                             | Persons | 36   | 71   | 107   | 61   | 140   | 201   | 51   | 100  | 151   | 36   | 94   | 130   |
|  | %       | 2.11 | 4.16 | 6.28  | 3.60 | 8.26  | 11.86 | 2.85 | 5.58 | 8.43  | 1.96 | 5.11 | 7.07  |
| Temporary employee (Non-management position) |         |      |      |       |      |       |       |      |      |       |      |      |       |
| Total temporary employee turnover            | Persons | 18   | 23   | 41    | 17   | 37    | 54    | 9    | 21   | 30    | 4    | 16   | 20    |
| Total temporary employee turnover rate       | %       | 1.06 | 1.35 | 2.40  | 1.00 | 2.18  | 3.19  | 0.50 | 1.17 | 1.67  | 0.22 | 0.87 | 1.09  |
| By age group                                 |         |      |      |       |      |       |       |      |      |       |      |      |       |
| < 30 years old                               | Persons | 25   | 40   | 65    | 29   | 59    | 88    | 24   | 42   | 66    | 16   | 42   | 58    |
|  | %       | 1.47 | 2.35 | 3.81  | 1.71 | 3.48  | 5.19  | 1.34 | 2.34 | 3.68  | 0.87 | 2.28 | 3.15  |
| 30-50 years old                              | Persons | 38   | 60   | 98    | 57   | 127   | 184   | 47   | 83   | 130   | 39   | 81   | 120   |
|  | %       | 2.23 | 3.52 | 5.75  | 3.36 | 7.49  | 10.86 | 2.62 | 4.63 | 7.25  | 2.12 | 4.40 | 6.52  |
| > 50 years old                               | Persons | 4    | 5    | 9     | 9    | 9     | 18    | 10   | 12   | 22    | 9    | 10   | 19    |
|  | %       | 0.23 | 0.29 | 0.53  | 0.53 | 0.53  | 1.06  | 0.56 | 0.67 | 1.23  | 0.49 | 0.54 | 1.03  |
| By nationality                               |         |      |      |       |      |       |       |      |      |       |      |      |       |
| Thai   | Persons | 67   | 105  | 172   | 95   | 195   | 290   | 81   | 137  | 218   | 64   | 133  | 197   |
|  | %       | 3.93 | 6.16 | 10.09 | 5.60 | 11.50 | 17.11 | 4.52 | 7.65 | 12.17 | 3.48 | 7.23 | 10.71 |
| Foreigners                                   | Persons | 0    | 0    | 0     | 0    | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     |
|  | %       | 0.00 | 0.00 | 0.00  | 0.00 | 0.00  | 0.00  | 0.00 | 0.00 | 0.00  | 0.00 | 0.00 | 0.00  |
| Voluntary employee turnover                  | Persons | 65   | 103  | 168   | 93   | 187   | 280   | 78   | 137  | 215   | 59   | 128  | 187   |
| Voluntary employee turnover rate             | %       | 3.81 | 6.04 | 9.85  | 5.49 | 11.03 | 16.52 | 4.35 | 7.65 | 12.00 | 3.21 | 6.96 | 10.16 |
| By type of employment                        |         |      |      |       |      |       |       |      |      |       |      |      |       |
| Full-time employees                          |         |      |      |       |      |       |       |      |      |       |      |      |       |
| Voluntary Full-time employees turnover       | Persons | 49   | 80   | 129   | 76   | 152   | 228   | 70   | 116  | 186   | 55   | 112  | 167   |
| Voluntary Full-time employees turnover rate  | %       | 2.87 | 4.69 | 7.57  | 4.48 | 8.97  | 13.45 | 3.91 | 6.47 | 10.38 | 2.99 | 6.09 | 9.08  |
| By employee position                         |         |      |      |       |      |       |       |      |      |       |      |      |       |
| By management position                       | Persons | 13   | 11   | 24    | 16   | 18    | 34    | 20   | 16   | 36    | 22   | 23   | 45    |
| Top management position                      | Persons | 0    | 0    | 0     | 1    | 0     | 1     | 1    | 0    | 1     | 5    | 0    | 5     |
|  | %       | 0.00 | 0.00 | 0.00  | 0.06 | 0.00  | 0.06  | 0.06 | 0.00 | 0.06  | 0.27 | 0.00 | 0.27  |
| Middle management position                   | Persons | 3    | 7    | 10    | 3    | 7     | 10    | 9    | 6    | 15    | 6    | 7    | 13    |
|  | %       | 0.18 | 0.41 | 0.59  | 0.18 | 0.41  | 0.59  | 0.50 | 0.33 | 0.84  | 0.33 | 0.38 | 0.71  |
|  | Persons | 10   | 4    | 14    | 12   | 11    | 23    | 10   | 10   | 20    | 11   | 16   | 27    |

|                                      |         |      |      |      |      |       |       |      |      |       |      |      |       |
|--------------------------------------|---------|------|------|------|------|-------|-------|------|------|-------|------|------|-------|
| Junior management position           | %       | 0.59 | 0.23 | 0.82 | 0.71 | 0.65  | 1.36  | 0.56 | 0.56 | 1.12  | 0.60 | 0.87 | 1.47  |
| By non-management position           | Persons | 36   | 69   | 105  | 60   | 134   | 194   | 50   | 100  | 150   | 33   | 89   | 122   |
| General Employee                     | Persons | 36   | 69   | 105  | 60   | 134   | 194   | 50   | 100  | 150   | 33   | 89   | 122   |
|                                      | %       | 2.11 | 4.05 | 6.16 | 3.54 | 7.91  | 11.45 | 2.79 | 5.58 | 8.37  | 1.79 | 4.84 | 6.63  |
| Contractor (Non-management position) |         |      |      |      |      |       |       |      |      |       |      |      |       |
| Voluntary contractor turnover        | Persons | 16   | 23   | 39   | 17   | 35    | 52    | 8    | 21   | 29    | 4    | 16   | 20    |
| Voluntary contractor turnover rate   | %       | 0.94 | 1.35 | 2.29 | 1.00 | 2.06  | 3.07  | 0.45 | 1.17 | 1.62  | 0.22 | 0.87 | 1.09  |
| By age group                         |         |      |      |      |      |       |       |      |      |       |      |      |       |
| < 30 years old                       | Persons | 24   | 40   | 64   | 29   | 58    | 87    | 23   | 42   | 65    | 16   | 39   | 55    |
|                                      | %       | 1.41 | 2.35 | 3.75 | 1.71 | 3.42  | 5.13  | 1.28 | 2.34 | 3.63  | 0.87 | 2.12 | 2.99  |
| 30-50 years old                      | Persons | 38   | 58   | 96   | 57   | 120   | 177   | 45   | 83   | 128   | 34   | 79   | 113   |
|                                      | %       | 2.23 | 3.40 | 5.63 | 3.36 | 7.08  | 10.44 | 2.51 | 4.63 | 7.14  | 1.85 | 4.29 | 6.14  |
| > 50 years old                       | Persons | 3    | 5    | 8    | 7    | 9     | 16    | 10   | 12   | 22    | 9    | 10   | 19    |
|                                      | %       | 0.18 | 0.29 | 0.47 | 0.41 | 0.53  | 0.94  | 0.56 | 0.67 | 1.23  | 0.49 | 0.54 | 1.03  |
| By nationality                       |         |      |      |      |      |       |       |      |      |       |      |      |       |
| Thai                                 | Persons | 65   | 103  | 168  | 93   | 187   | 280   | 78   | 137  | 215   | 59   | 128  | 187   |
|                                      | %       | 3.81 | 6.04 | 9.85 | 5.49 | 11.03 | 16.52 | 4.35 | 7.65 | 12.00 | 3.21 | 6.96 | 10.16 |
| Foreigners                           | Persons | 0    | 0    | 0    | 0    | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     |
|                                      | %       | 0.00 | 0.00 | 0.00 | 0.00 | 0.00  | 0.00  | 0.00 | 0.00 | 0.00  | 0.00 | 0.00 | 0.00  |

#### Labor Union Member

| Information                                     | Units   | 2021 | 2022 | 2023 | 2024 |
|---|---------|------|------|------|------|
| Number of employees who are labor union members | Persons | 0    | 0    | 0    | 0    |

Remark

•The Company has established a Welfare Committee within the workplace, comprising representatives from employees, to propose benefits and welfare measures for the employees.

#### Human Capital Return on Investment (HCROI)

| Performance Indicator                           | Unit          | 2021       | 2022       | 2023       | 2024       |
|---|---------------|------------|------------|------------|------------|
| Revenues  | Thousand Baht | 21,441,674 | 23,231,342 | 25,418,462 | 27,455,589 |
| Total operating expenses                        | Thousand Baht | 7,325,575  | 8,116,502  | 8,800,590  | 9,621,953  |
| Total employee-related expenses <sup>(1)</sup>  | Thousand Baht | 2,422,485  | 2,500,676  | 2,693,997  | 2,756,928  |
| Resulting HC ROI                                | Thousand Baht | 6.827      | 7.044      | 7.168      | 7.469      |
| Payments to providers of capital <sup>(2)</sup> | Thousand Baht | 3,684,658  | 3,970,673  | 4,667,543  | 5,080,657  |
| Payments to government <sup>(3)</sup>           | Thousand Baht | 2,021,112  | 2,431,297  | 2,521,567  | 2,713,569  |
| Community investments                           | Thousand Baht | 2,132      | 1,748      | 2,096      | 2,184      |

Remark

- ## Occupational Health & Safety

[illegible]

|  |                              |       |       |       |       |       |        |       |       |       |         |       |       |
|--|------------------------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|---------|-------|-------|
| Recordable work-related injury rate                  | Case per 1 million man-hours | 0     | 0     | 0     | 0     | 0     | 0      | 0     | 0     | 0     | 0       | 0     | 0     |
| Work-related injuries of contractor                  |                              |       |       |       |       |       |        |       |       |       |         |       |       |
| Number of fatality resulted from work-related injury | Case                         | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Number of high-consequence work-related injury       | Case                         | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Number of Lost Time Injury Day                       | Case                         | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
|  | Day                          | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Number of recordable work-related injury             | Case                         | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Number of hours worked                               | Hour                         | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 578,272 |       |       |
| Fatality rate  | Case per 1 million man-hours | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| High-consequence work-related injury rate            | Case per 1 million man-hours | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Lost Time Injury Frequency Rate: LTIFR               | Case per 1 million man-hours | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Lost Day Injury Rate (LDIR)                          | Day per 1 million man-hours  | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Recordable work-related injury rate                  | Case per 1 million man-hours | NA    | NA    | NA    | NA    | NA    | NA     | NA    | NA    | NA    | 0       | 0     | 0     |
| Absentee Rate of employee                            |                              |       |       |       |       |       |        |       |       |       |         |       |       |
| Total sick leave days                                | Day                          | 1,745 | 4,639 | 6,384 | 3,698 | 8,250 | 11,948 | 2,531 | 5,977 | 8,508 | 2,577   | 6,414 | 8,991 |

|                               |     |         |      |      |         |      |      |         |      |      |         |      |      |
|-------------------------------|-----|---------|------|------|---------|------|------|---------|------|------|---------|------|------|
| Total unnotified absence days | Day | 0       | 0    | 0    | 0       | 0    | 0    | 0       | 0    | 0    | 0       | 0    | 0    |
| Total work days               | Day | 384,538 |      |      | 382,223 |      |      | 410,732 |      |      | 420,888 |      |      |
| Absentee Rate                 | %   | 1.35    | 1.82 | 1.66 | 2.83    | 3.28 | 3.13 | 1.83    | 2.20 | 2.07 | 1.81    | 2.30 | 2.14 |

Remark

- The data on number of hours worked and total workdays for the years 2021 to 2023 has been revised from the previous report. This is due to a change in the Company's calculation methodology. The new approach considers actual working days, and a retrospective adjustment (Restate) has been applied back to 2021.
- NA indicates that the data was not collected.

#### Parental Leave - Maternity Leave

| Information  | Units   | 2021 |        | 2022 |        | 2023 |        | 2024 |        |
|--|---------|------|--------|------|--------|------|--------|------|--------|
|  |         | Male | Female | Male | Female | Male | Female | Male | Female |
| Total number of employees that were entitled to parental leave                                     | Persons | 0    | 1,132  | 0    | 1,117  | 0    | 1,188  | 0    | 1,221  |
| Total number of employees that took parental leave   | Persons | 0    | 21     | 0    | 21     | 0    | 15     | 0    | 24     |
| Total number of employees that returned to work in the reporting period after parental leave ended | Persons | 0    | 19     | 0    | 21     | 0    | 15     | 0    | 24     |
| Rate of return to work   | %       | 0    | 90     | 0    | 100    | 0    | 100    | 0    | 100    |
| Total number of employees that retention to work   | Persons | 0    | 17     | 0    | 19     | 0    | 15     | 0    | 23     |
| Employee retention rate after the end of the leave period  | %       | 0    | 89     | 0    | 90     | 0    | 100    | 0    | 96     |

Remark

- The return to work rate is (number of employees returning to work after the end of the parental leave period)/(number of employees applying for parental leave)\*100
- The retention rate is (number of employees who retained 12 months after the end of the parental leave period/number of employees who used parental leave the previous year)\*100

#### Notifying employees in advance of any changes that will affect the position/character of employment

| Information | Units | 2021      | 2022      | 2023      | 2024      |
|-------------|-------|-----------|-----------|-----------|-----------|
| Timing      | Week  | 2-4 Weeks | 2-4 Weeks | 2-4 Weeks | 2-4 Weeks |

#### Significant Labor Dispute

| Information                         | Units | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------|-------|------|------|------|------|
| Number of significant labor dispute | Case  | 0    | 0    | 0    | 0    |

Remark

- Significant labor disputes refer to conflicts between employers and employees regarding employment conditions, where negotiations over demands are not initiated within 3 days or where negotiations are held but no agreement is reached for any reason.

## The Level of Employee Engagement

| Information                | Units | 2021   |        |        | 2022   |        |        | 2023   |        |        | 2024   |        |       |
|----------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|                            |       | Male   | Female | Total  | Male   | Female | Total  | Male   | Female | Total  | Male   | Female | Total |
| Employee engagement score  | %     | 67.00  | 65.00  | 66.00  | 69.00  | 68.00  | 68.00  | 71.00  | 70.00  | 70.00  | 76.00  | 74.00  | 75.00 |
| Response rate              | %     | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 99.70  | 99.00 |
| By age group               |       |        |        |        |        |        |        |        |        |        |        |        |       |
| Below 25 year              | %     | 33.00  |        |        | 51.00  |        |        | 65.00  |        |        | 60.00  |        |       |
| 25-34 year                 | %     | 59.00  |        |        | 60.00  |        |        | 63.00  |        |        | 70.00  |        |       |
| 35-44 year                 | %     | 64.00  |        |        | 67.00  |        |        | 79.00  |        |        | 77.00  |        |       |
| 45-54 year                 | %     | 72.00  |        |        | 79.00  |        |        | 80.00  |        |        | 81.00  |        |       |
| 55 year and above          | %     | 86.00  |        |        | 83.00  |        |        | 94.00  |        |        | 83.00  |        |       |
| By employee position       |       |        |        |        |        |        |        |        |        |        |        |        |       |
| By Management position     |       |        |        |        |        |        |        |        |        |        |        |        |       |
| Top management position    | %     | 82.00  |        |        | 95.00  |        |        | 89.00  |        |        | 93.00  |        |       |
| Middle management position | %     | 70.00  |        |        | 74.00  |        |        | 71.00  |        |        | 72.60  |        |       |
| Junior management position | %     |        |        |        |        |        |        |        |        |        |        |        |       |
| By Non-management position |       |        |        |        |        |        |        |        |        |        |        |        |       |
| General Employee           | %     | 62.00  |        |        | 64.00  |        |        | 68.00  |        |        | 74.00  |        |       |
| Contractor                 | %     | 55.00  |        |        | 77.00  |        |        | 72.00  |        |        | 70.00  |        |       |
| By nationality             |       |        |        |        |        |        |        |        |        |        |        |        |       |
| Thai                       | %     | 66.00  |        |        | 68.00  |        |        | 70.00  |        |        | 75.00  |        |       |

## Average Training Hours per Employee

| Information                                       | Units       | 2021  |        |       | 2022  |        |       | 2023  |        |       | 2024   |        |       |
|---|-------------|-------|--------|-------|-------|--------|-------|-------|--------|-------|--------|--------|-------|
|   |             | Male  | Female | Total | Male  | Female | Total | Male  | Female | Total | Male   | Female | Total |
| Average hours per FTE of training and development | Hour/Person | 57.04 |        |       | 64.38 |        |       | 77.12 |        |       | 78.66  | 82.37  | 81.12 |
| By age group                                      |             |       |        |       |       |        |       |       |        |       |        |        |       |
| < 30 years old                                    | Hour/Person | NA    |        |       | NA    |        |       | NA    |        |       | 94.28  |        |       |
| 30-50 years old                                   | Hour/Person | NA    |        |       | NA    |        |       | NA    |        |       | 80.20  |        |       |
| > 50 years old                                    | Hour/Person | NA    |        |       | NA    |        |       | NA    |        |       | 70.11  |        |       |
| By nationality                                    |             |       |        |       |       |        |       |       |        |       |        |        |       |
| Thailand  | Hour/Person | 57.04 |        |       | 64.38 |        |       | 77.12 |        |       | 81.12  |        |       |
| Foreigners  | Hour/Person | 0.00  |        |       | 0.00  |        |       | 0.00  |        |       | 0.00   |        |       |
| By employee position                              |             |       |        |       |       |        |       |       |        |       |        |        |       |
| Top management position                           | Hour/Person | NA    |        |       | NA    |        |       | NA    |        |       | 82.39  |        |       |
| Junior and middle management position             | Hour/Person | NA    |        |       | NA    |        |       | NA    |        |       | 118.19 |        |       |
| Non-management position                           | Hour/Person | NA    |        |       | NA    |        |       | NA    |        |       | 68.56  |        |       |

Remark

- NA indicates that the data was not collected.

## Environmental Dimension

### Greenhouse Gas Emissions (GHG Emissions)

| Information  | Units  | 2021  | 2022  | 2023  | 2024  |
|--|--|-------|-------|-------|-------|
| Total Greenhouse Gas Emissions   | metric tonnes CO2 equivalents                                    | 2,098 | 2,258 | 2,393 | 5,297 |
| Direct Greenhouse Gas Emissions (GHG Scope 1)                            | metric tonnes CO2 equivalents                                    | 391   | 497   | 524   | 435   |
| - Stationary combustion  | metric tonnes CO2 equivalents                                    | 0     | 0     | 0     | 0     |
| - Mobile combustion  | metric tonnes CO2 equivalents                                    | 283   | 366   | 364   | 286   |
| - Fugitive emission  | metric tonnes CO2 equivalents                                    | 91    | 114   | 143   | 149   |
| - Biogenic combustion (CH4 and N2O)                                      | metric tonnes CO2 equivalents                                    | 17    | 18    | 17    | 0.2   |
| - Biogenic combustion (CO2)  | metric tonnes CO2  | NA    | NA    | NA    | 22    |
| Indirect Greenhouse Gas Emissions (GHG Scope 2)                          | metric tonnes CO2 equivalents                                    | 1,205 | 1,285 | 1,319 | 1,282 |
| Indirect Greenhouse Gas Emissions (GHG Scope3)                           | metric tonnes CO2 equivalents                                    | 502   | 476   | 549   | 3,580 |
| Category 1: Purchased Goods and Services (water, paper, and credit card) | metric tonnes CO2 equivalents                                    | 198   | 192   | 204   | 199   |
| Category 3: Fuel- and energy-related activities                          | metric tonnes CO2 equivalents                                    | 243   | 218   | 260   | 235   |
| Category 5: Waste generated in operations                                | metric tonnes CO2 equivalents                                    | 61    | 66    | 84    | 100   |
| Category 6: Business travel (Land) <sup>(1)</sup>                        | metric tonnes CO2 equivalents                                    | 1     | 1     | 1     | 3     |
| Category 7: Employee commuting   | metric tonnes CO2 equivalents                                    | NA    | NA    | NA    | 3,043 |
| Intensity ratio of total GHG emissions to total revenues (Consolidated)  | metric tonnes of CO2 equivalents/Thousand Baht of Total Revenues | 0.098 | 0.097 | 0.094 | 0.193 |
| Intensity ratio of direct Greenhouse Gas Emissions (GHG Scope 1)         | metric tonnes of carbon dioxide equivalents/FTE                  | 0.19  | 0.24  | 0.24  | 0.20  |
| Intensity ratio of indirect Greenhouse Gas Emissions (GHG Scope 2)       | metric tonnes of carbon dioxide equivalents/FTE                  | 0.58  | 0.63  | 0.61  | 0.58  |
| Intensity ratio of total GHG emissions to total number of employees      | metric tonnes of carbon dioxide equivalents//FTE                 | 1.02  | 1.10  | 1.10  | 2.38  |
| Full time employee   | FTE  | 2,065 | 2,052 | 2,170 | 2,223 |

#### Remark

- <sup>(1)</sup> Category 6: Business travel (Land) from 2021 to 2023 covered travel data via Grab, while in 2024 included travel data via Grab and vans.
- The total greenhouse gas emissions data from 2021 to 2023 has been revised from the previous report due to changes in the Company's calculation method for Scope 3 emissions in Categories 1, 3, 5, 6, and 7. A retrospective adjustment (Restate) has also been applied back to 2021, using Emission Factors referenced from the Thailand Greenhouse Gas Management Organization (TGO) and the Department for Environment, Food and Rural Affairs (Defra) of the government of the United Kingdom.
- Full time employee (FTE) refers to all individuals working on the Company's premises during official working hours, including total employees and outsourced workers, such as cleaning staff.
- According to the GHG Protocol, biogenic emissions result (CO2) from the combustion of biofuels and are reported separately from Direct Greenhouse Gas Emissions (GHG Scope 1) in 2024.
- NA indicates that the data was not collected.

## Energy Use

| Information  | Units              | 2021   | 2022   | 2023   | 2024   |
|--|--------------------|--------|--------|--------|--------|
| <b>Electricity Consumption</b>   |                    |        |        |        |        |
| Total electricity consumption within the organization                            | Megawatt-Hours     | 2,410  | 2,571  | 2,638  | 2,565  |
| Electricity purchased for consumption from non-renewable energy sources          | Megawatt-Hours     | 2,410  | 2,571  | 2,638  | 2,565  |
| - Electricity consumption  | Megawatt-Hours     | 2,410  | 2,571  | 2,638  | 2,565  |
| - Steam/heating/cooling and other non-renewable energy consumption               | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| Electricity purchased or generated for consumption from renewable energy sources | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| Total non-renewable energy sold  | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| Intensity of total electricity consumption within the organization               | Megawatt-Hours/FTE | 1.167  | 1.253  | 1.216  | 1.154  |
| Total electricity expense  | Thousand Baht      | 14,270 | 15,423 | 16,291 | 15,869 |
| Percentage of total electricity expense to total revenues                        | %                  | 0.07   | 0.07   | 0.06   | 0.06   |
| <b>Fuel Consumption</b>  |                    |        |        |        |        |
| Fuel Consumption   | Megawatt-Hours     | 1,489  | 1,534  | 1,525  | 1,119  |
| Total fuel expense   | Thousand Baht      | 4,567  | 5,913  | 5,683  | 4,414  |
| Percentage of total fuel expense to total revenues                               | %                  | 0.02   | 0.03   | 0.02   | 0.02   |
| Intensity ratio of total fuel consumption within the organization                | Megawatt-Hours/FTE | 0.721  | 0.748  | 0.703  | 0.503  |
| <b>Energy Consumption</b>  |                    |        |        |        |        |
| Total energy consumption   | Megawatt-Hours     | 3,898  | 4,105  | 4,164  | 3,684  |
| - Total non-renewable energy consumption   | Megawatt-Hours     | 3,898  | 4,105  | 4,164  | 3,684  |
| - Total renewable energy consumption   | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| Energy consumption outside of the organization                                   | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| - Upstream categories  | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| - Downstream categories  | Megawatt-Hours     | 0      | 0      | 0      | 0      |
| Intensity ratio of total energy consumption within the organization              | Megawatt-Hours/FTE | 1.89   | 2.00   | 1.92   | 1.66   |



## Water Use

| Information  | Units     | 2021          | 2022          | 2023          | 2024          |
|--|-----------|---------------|---------------|---------------|---------------|
| <b>Water</b>   |           |               |               |               |               |
| Water withdrawal from all areas by source                | m3        | 16,917        | 16,919        | 19,513        | 18,596        |
| Surface water  | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Groundwater  | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Produced water   | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Seawater   | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Third-party water  | m3        | 16,917        | 16,919        | 19,513        | 18,596        |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 16,917        | 16,919        | 19,513        | 18,596        |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| <b>Water withdrawal from all areas with water stress</b> | <b>m3</b> | <b>16,917</b> | <b>16,919</b> | <b>19,513</b> | <b>18,596</b> |
| Surface water  | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Groundwater  | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Produced water   | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Seawater   | m3        | 0             | 0             | 0             | 0             |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 0             | 0             | 0             | 0             |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| Third-party water  | m3        | 16,917        | 16,919        | 19,513        | 18,596        |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids) | m3        | 16,917        | 16,919        | 19,513        | 18,596        |
| - Other water (> 1,000 mg/l total dissolved solids)      | m3        | 0             | 0             | 0             | 0             |
| <b>Water discharge</b>                                   |           |               |               |               |               |
| Water discharge to all areas by source                   | m3        | 13,534        | 13,535        | 15,611        | 14,877        |
| - Surface water  | m3        | 0             | 0             | 0             | 0             |
| - Groundwater  | m3        | 0             | 0             | 0             | 0             |
| - Seawater   | m3        | 0             | 0             | 0             | 0             |

|  |               |        |        |        |        |
|--|---------------|--------|--------|--------|--------|
| - Third-party  | m3            | 13,534 | 13,535 | 15,611 | 14,877 |
| Freshwater ( $\leq$ 1,000 mg/l total dissolved solids)   | m3            | 13,534 | 13,535 | 15,611 | 14,877 |
| Other water (> 1,000 mg/l total dissolved solids)  | m3            | 0      | 0      | 0      | 0      |
| Water discharge to all areas with water stress   | m3            | 13,534 | 13,535 | 15,611 | 14,877 |
| - Freshwater ( $\leq$ 1,000 mg/l total dissolved solids)   | m3            | 13,534 | 13,535 | 15,611 | 14,877 |
| - Other water (> 1,000 mg/l total dissolved solids)  | m3            | 0      | 0      | 0      | 0      |
| <b>Water consumption</b>   |               |        |        |        |        |
| Total water consumption  | m3            | 3,383  | 3,384  | 3,903  | 3,719  |
| Water consumption from water stress areas  | m3            | 3,383  | 3,384  | 3,903  | 3,719  |
| Change in water storage, in case that water storage has been identified as having a significant water-related impact | m3            | 0      | 0      | 0      | 0      |
| Total water withdrawal expense   | Thousand Baht | 338    | 338    | 390    | 372    |
| Intensity ratio of water consumption   | m3/FTE        | 1.64   | 1.65   | 1.80   | 1.67   |

## Waste

| Information   | Units     | 2021          | 2022          | 2023          | 2024           |
|---|-----------|---------------|---------------|---------------|----------------|
| <b>Waste generated</b>  |           |               |               |               |                |
| Total waste generated   | Kg        | 212,283       | 214,081       | 269,006       | 334,109        |
| - Hazardous waste   | Kg        | NA            | NA            | 3,819         | 3,270          |
| - Non-hazardous waste   | Kg        | 212,283       | 214,081       | 265,187       | 330,839        |
| <b>Total waste diverted from disposal</b>                                     |           |               |               |               |                |
| Total waste diverted from disposal  | Kg        | 95,371        | 83,023        | 102,125       | 142,794        |
| <b>Total hazardous waste diverted from disposal by recovery operation</b>     | <b>Kg</b> | <b>0</b>      | <b>0</b>      | <b>3,749</b>  | <b>3,270</b>   |
| Onsite recovery operation   | Kg        | 0             | 0             | 0             | 0              |
| - Preparation for reuse   | Kg        | 0             | 0             | 0             | 0              |
| - Recycling   | Kg        | 0             | 0             | 0             | 0              |
| - Other recovery operations   | Kg        | 0             | 0             | 0             | 0              |
| Offsite recovery operations   | Kg        | NA            | NA            | 3,749         | 3,270          |
| - Preparation for reuse   | Kg        | NA            | NA            | 1,758         | 3,270          |
| - Recycling   | Kg        | NA            | NA            | 1,991         | 0              |
| - Other recovery operations   | Kg        | 0             | 0             | 0             | 0              |
| <b>Total non-hazardous waste diverted from disposal by recovery operation</b> | <b>Kg</b> | <b>95,371</b> | <b>83,023</b> | <b>98,376</b> | <b>139,524</b> |
| Onsite recovery operation   | Kg        | 0             | 0             | 0             | 0              |
| - Preparation for reuse   | Kg        | 0             | 0             | 0             | 0              |
| - Recycling   | Kg        | 0             | 0             | 0             | 0              |
| - Other recovery operations   | Kg        | 0             | 0             | 0             | 0              |
| Offsite recovery operations   | Kg        | 95,371        | 83,023        | 98,376        | 139,524        |
| - Preparation for reuse   | Kg        | NA            | NA            | 699           | 15,153         |
| - Recycling   | Kg        | 95,371        | 83,023        | 97,677        | 124,371        |

|   |           |                |                |                |                |
|---|-----------|----------------|----------------|----------------|----------------|
| - Other recovery operations                           | Kg        | 0              | 0              | 0              | 0              |
| <b>Total waste directed to disposal</b>               |           |                |                |                |                |
| Total waste directed to disposal                      | Kg        | 116,912        | 131,058        | 166,881        | 191,315        |
| <b>Total hazardous waste directed to disposal</b>     | <b>Kg</b> | <b>0</b>       | <b>0</b>       | <b>70</b>      | <b>0</b>       |
| Onsite disposal operations                            | Kg        | 0              | 0              | 0              | 0              |
| - Incineration with energy recovery                   | Kg        | 0              | 0              | 0              | 0              |
| - Incineration without energy recovery                | Kg        | 0              | 0              | 0              | 0              |
| - Landfill  | Kg        | 0              | 0              | 0              | 0              |
| - Other disposal operations                           | Kg        | 0              | 0              | 0              | 0              |
| Offsite disposal operations                           | Kg        | 0              | 0              | 70             | 0              |
| - Incineration with energy recovery                   | Kg        | 0              | 0              | 70             | 0              |
| - Incineration without energy recovery                | Kg        | 0              | 0              | 0              | 0              |
| - Landfill  | Kg        | 0              | 0              | 0              | 0              |
| - Other disposal operations                           | Kg        | 0              | 0              | 0              | 0              |
| <b>Total non-hazardous waste directed to disposal</b> | <b>Kg</b> | <b>116,912</b> | <b>131,058</b> | <b>166,811</b> | <b>191,315</b> |
| Onsite disposal operations                            | Kg        | 0              | 0              | 0              | 0              |
| - Incineration with energy recovery                   | Kg        | 0              | 0              | 0              | 0              |
| - Incineration without energy recovery                | Kg        | 0              | 0              | 0              | 0              |
| - Landfill  | Kg        | 0              | 0              | 0              | 0              |
| - Other disposal operations                           | Kg        | 0              | 0              | 0              | 0              |
| Offsite disposal operations                           | Kg        | 116,912        | 131,058        | 166,811        | 191,315        |
| - Incineration with energy recovery                   | Kg        | 0              | 0              | 0              | 0              |
| - Incineration without energy recovery                | Kg        | 0              | 0              | 0              | 0              |
| - Landfill  | Kg        | 116,912        | 131,058        | 166,811        | 191,315        |
| - Other disposal operations                           | Kg        | 0              | 0              | 0              | 0              |
| Intensity of total waste directed to disposal         | Kg/FTE    | 0.06           | 0.06           | 0.08           | 0.09           |

Remark

- The amount of non-hazardous waste diverted from disposal in 2023 excludes donated waste.
- NA indicates that the data was not collected.

## Additional Information

### Social Dimension Information

#### Total Employees

Total employees refer to individuals who are employed to work for the Company and is assigned to perform duties determined by the Company with details as follows:

1. Permanent employees refer to individuals whom the Company agrees to employ on a regular basis. The termination period of employment is not specified. Such employees have passed the work trial and have been placed as full-time, according to the conditions of employment and categorized as follows:
  - 1.1 Management position
    - a. Top management position means the President & Chief Executive Officer and all executives with direct chain of command to the President & Chief Executive Officer according to the Company's structure.
    - b. Middle management position means the levels under top management to the senior manager level.
    - c. Junior management position means manager level.
  - 1.2 Non-management means position from the assistant manager level to the officer level.
2. Temporary employee mean individuals whom the Company agrees to employ as employees of the Company with a specified termination period of employment.

**Management Position in the Revenue Generating Department** means management position in the Credit Card Marketing Business Unit, the Commerce Digital Marketing Division, the Distribution Business Unit, the Merchant Acquiring Business Unit, the Auto Loan Business Unit, and the Personal Loans Business Units.

**STEM (Science, Technology, Engineering and Mathematics) employees** means employees in the Corporate Finance Business Unit, the Information Technology Business Unit, the Data Information Management & Credit Risk Management Division, the Process Development Division.

**Total Employee Turnover** means employees who have retired from being employees of the Company in the event of resignation, retirement, termination of employment, failure to pass probation, non-renewal of the employment contract and death in service.

**Voluntary Employee Turnover** means employees who are retired from being employees of the Company, excluding those with termination of employment from the Company, failure to pass probation, non-renewal of the employment contract and death in service.

#### **Occupational Health and Safety**

1. Number of days means actual working days.
2. Number of hours means actual working hours.
3. Injury means an injury that result in fatalities, permanent total disabilities, lost workday case, restricted workday case, and medical treatment beyond first aid, including vehicle accident arising from work.
4. Lost time injury means an injury that causes one or more days of absence from work (start counting from the day after the day of the accident).
5. Work-related fatalities mean accidents due to work or the Company's activities, causing injuries or sicknesses or fatal to the point of death.

#### **Calculation**

1. Rate of Recordable Work-related Injuries = Number of Recordable Work-related Injuries (as of the day the report is prepared) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)
2. Lost Time Injury Rate (LTIR) = Number of Lost Time Injuries (as of the day the report is prepared) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)
3. Lost Day Injury Rate (LDIR) = Number of Lost Day Injuries (as of the day the report is prepared) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)
4. Rate of Fatalities as a result of Work-related Injury = Number of Fatalities as a result of Work-related Injuries (as of the day the report is prepared) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)
5. Absentee Rate (AR) = Number of Absentee Rate and other Occupational Diseases that are not excused (as of the day the report is prepared) x 100 / Total number of operating days in one year
6. Occupational Disease Rate (ODR) = Number of Occupational Disease Rate (as of the day the report is prepared) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)
7. Lost Day Rate (LDR) = Number of Lost Day Rate (as of the day the report is prepared) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)

8. Rate of High-consequence Work-related Injuries (excluding fatalities) = Number of High-consequence Work-related Injuries (excluding fatalities) x 1,000,000 (hours worked) / Number of hours worked (as of the day the report is prepared)
9. Return to Work Rate = Total number of employees that did return to work after parental leave x 100 / Total number of employees due to return to work after taking parental leave
10. Retention Rate = Total number of employees retained 12 months after returning to work following a period of parental leave x 100 / Total number of employees returning from parental leave in the prior reporting period(s)

### **Environmental Dimension Information**

Environmental performance including electricity, water, waste indicators and associated GHG emissions are consolidated from operational activities that occurred within the Company's two rental office buildings, the UBC II Building and the Thai Summit Building.

### **Greenhouse Gas Emissions**

Refers to the amount of greenhouse gas emissions from the Company's business operations activities.

1. Direct greenhouse gas (Scope 1) is emission caused by using fuel for vehicles used in the Company's business operation through all corporate fuel credit cards (Fleet cards).
2. Indirect greenhouse gas (Scope 2) is emission caused by purchasing of electricity from the Metropolitan Electricity Authority.
3. Other indirect greenhouse gas (Scope 3) is emission generated from purchased goods and services (including water usage, paper usage and credit card production), fuel-and-energy related activities, waste generated in operations, and business travel and employee commuting.

The greenhouse gas emissions report covers CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs and SF<sub>6</sub>, calculated and illustrated in the form of carbon dioxide equivalent (CO<sub>2</sub>e), indicating Global Warming Potential as designated by the Intergovernmental Panel on Climate Change (IPCC).