



CH. KARNCHANG SUSTAINABILITY PERFORMANCE DATA



การช่าง

CK PERFORMANCE TABLE: ENVIRONMENT

GRI	FTSE Russell ESG Scores	Indicators	Unit	Year				2025 Targets	Note
				2022	2023	2024	2025		
PRODUCT QUALITY & SAFETY									
Materials Use									
301-1-a	EPR11_1	Materials use	Tonne	-	1,026,902.61	1,438,415.41	2,067,906.36		-
	EPR11_2	I. Materials from non-renewable resources	Tonne	-	1,026,902.61	1,438,415.41	2,067,906.36		-
		- Concrete	Tonne	-	885,600.00	1,224,000.00	1,774,161.60		-
		- Cement	Tonne	-	110,700.00	153,000.00	221,770.20		-
		- Rebar steel	Tonne	-	20,801.83	54,144.45	66,018.57		-
		- Structural steel	Tonne	-	9,800.78	7,270.96	5,955.99		-
		- Other	Tonne	-	None	None	None		-
		II. Materials from renewable resources	Tonne	-	None	None	None		-
- Wood	Tonne	-	N.A.	N.A.	N.A.		-		
301-2-a		Recycled materials in operation	%	-	N.A.	N.A.	N.A.		-
			Tonne	-	20720.00	28,560.00	41,397.00		-
ENERGY & CLIMATE CHANGE MANAGEMENT									
Energy Consumption Reduction Targets									
	ECC31	Energy consumption reduction target	%					ND	-
		Energy consumption reduction target (intensity)	ND					ND	-
Energy Consumption									
	ECC15	Non-renewable energy consumption in total	Megajoule (MJ)	-	539,136,860.00	306,545,939.60	287,132,070.60		
		- Diesel	Megajoule (MJ)	-	539,052,056.00	306,409,407.60	286,943,265.00		
		- Diesel B7	Megajoule (MJ)	-	ND	ND	ND		
		- Diesel B20	Megajoule (MJ)	-	ND	ND	ND		

302-1-a		- Benzene	Megajoule (MJ)	-	ND	ND	ND		
		- Gasohol 91	Megajoule (MJ)	-	ND	ND	ND		
		- Gasohol 95	Megajoule (MJ)	-	ND	ND	ND		
		- Gasohol E85	Megajoule (MJ)	-	ND	ND	ND		
		- Gasohol E20	Megajoule (MJ)	-	ND	ND	ND		
		- LPG	Megajoule (MJ)	-	82,980.00	134,612.00	186,981.60		
		- Acetylene	Megajoule (MJ)	-	1,824.00	1,920.00	1,824.00		
302-1-b	ECC15	Renewable internal energy	Megajoule (MJ)	-					
		- Photovoltaic	Megajoule (MJ)	-	ND	ND	ND		
302-1-d		- Electricity sold	Kilowatt-hour (kWh)	-	ND	ND	ND	No electricity sold	
302-1-e		- Internal electricity used	Megajoule (MJ)	-	ND	ND	ND		
302-2-a	ECC15	Energy consumption	Megajoule (MJ)	-					
302-3-a		Energy intensity ratio	Megajoule/Million Baht (MJ/Million Baht)	-	ND	ND	ND	Use construction revenue for calculation and reporting in organization	
302-4-a		Energy reduced from energy conservation programs	Megajoule (MJ)	-	7,331,804.20	16,790,056.80	22,305,476.40		
302-5-a		Energy reduced from products sold	Megajoule (MJ)					Not applicable to CK business	
GHG Emissions Reduction Targets									
	ECC38_12, ECC38_21, ECC39_11, ECC39_20, ECC39_29, ECC39_38, ECC39_47, ECC39_56	Net Zero Target	year					2065	-
		Carbon Neutral Target	year					ND	-

ECC39_6, ECC39_15, ECC39_24, ECC39_33, ECC39_42, ECC39_51	Base year	year						ND	-
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Short Term (less than 5 years)

ECC38_5, 15	Percentage of emissions covered by target	%						ND	-
ECC38_9, 19	Target year	year						ND	-
ECC38_11,20	Percentage reduction targeted	%						ND	-

Long Term (more than 5 years)

ECC39_5, ECC39_14, ECC39_23, ECC39_32, ECC39_41, ECC39_50	Percentage of emissions covered by target	%						ND	-
ECC39_9, ECC39_18, ECC39_27, ECC39_36, ECC39_45	Target year	year						ND	-
ECC39_5, 14,	Percentage reduction targeted	%						ND	-

GHG Emissions

Scope 1 GHG emissions

305-1-a, 305-1-c	ECC14_8, ECC14_14	Scope 1 GHG emission	Tonne CO ₂ equivalent	-	8,671.00	10,861.00	22,967.00		-
305-1-c		Biogenic CO ₂ emission	Tonne CO ₂ equivalent	-	395.00	645.00	965.00		-
	ECC14_19	Coverage	%	-	-	-	-		-

Scope 2 GHG emissions

305-2-a	ECC14_3, ECC14_9, ECC14_15	Scope 2 GHG emission	Tonne CO ₂ equivalent	-	7,784.00	8,729.00	7,407.00		-
	305-2-a	Scope 2 location-based	Tonne CO ₂ equivalent	-	7,784.00	8,729.00	7,407.00		-
	305-2-b	Scope 2 Market-based	Tonne CO ₂ equivalent	-	0.00	0.00	0.00		-
Scope 3 GHG emissions									
305-3-a	ECC14_4, ECC14_10, ECC14_16	Scope 3 GHG emission	Tonne CO ₂ equivalent	-	219,302.00	227,134.00	294,654.00		Reporting category 1 of scope 3
	305-3-c	Biogenic CO ₂ emission	Tonne CO ₂ equivalent	-	395.00	645.00	965.00		-
305-3-d	By category								
	ECC49_2	- Cat 1: Purchased Goods and Services	Tonne CO ₂ equivalent	-	209,301.39	227,133.28	294,653.02		Please recheck the number => Scope 3 in 2023 numbers don't add up.
	ECC49_5	- Cat 4: Upstream Transportation and Distribution	Tonne CO ₂ equivalent	-	1,106.42	7,822.92	11,070.29		
	ECC49_6	- Cat 5: Waste Generated in Operations	Tonne CO ₂ equivalent	-	341.28	445.72	669.49		
	ECC49_7	- Cat 6: Business Travel	Tonne CO ₂ equivalent	-	16.57	3.35	207.54		
	ECC49_8	- Cat 7: Employee Commuting	Tonne CO ₂ equivalent	-	921.31	1,143.28	1,213.44		
	ECC49_11	- Cat 9: Downstream Transportation and Distribution	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_3	- Cat 10: Capital goods	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_4	- Cat 11: Fuel-and-energy-related activities (not included in	Tonne CO ₂ equivalent	-	2,287.95	2,987.41	3,857.64		-
	ECC49_9	- Cat 12: Upstream leased assets	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_10	- Cat 13: Investments	Tonne CO ₂ equivalent	-	ND	57,543.79	9,102.87		-
	ECC49_12	- Cat 14: Processing of sold products	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_13	- Cat 15: Use of sold products	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_14	- Cat 16: End of life treatment of sold products	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_15	- Cat 17: Downstream leased assets	Tonne CO ₂ equivalent	-	334.93	356.86	263.15		-
	ECC49_16	- Cat 18: Franchises	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_17	- Cat 19: Other (upstream)	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_18	- Cat 20: Other (downstream)	Tonne CO ₂ equivalent	-	ND	ND	ND		-
	ECC49_19	Total/no breakdown	Tonne CO ₂ equivalent	-	ND	ND	ND		-

GHG Emissions Intensity Ratio

305-4-a	GHG Emissions Intensity Ratio	Tonne CO2 equivalent/Million Baht	-	6.21	6.36	7.01		Use construction revenue for calculation and reporting in organization
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GHG Emissions Reduction

305-5-a, 305-5-b	GHG emissions reduced from reduction programs	Tonne CO ₂ equivalent	-	0.00	0.00	0.00		-
305-5-d	i. Scope 1 GHG emission	Tonne CO ₂ equivalent	-	0.00	0.00	0.00		-
	ii. Scope 2 GHG emission	Tonne CO ₂ equivalent	-	0.00	0.00	0.00		-
	iii. Scope 3 GHG emission	Tonne CO ₂ equivalent	-	0.00	0.00	0.00		-

Ozone depleting substance (ODS)

305-6-a	Ozone depleting substance (ODS)	Tonne CFC-11 equivalent	-	0.00	0.00	0.00		-
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ENVIRONMENTAL MANAGEMENT: WATER

Water Consumption Reduction Targets

EWT34	Water consumption/withdrawal reduction target	%						-
EWT35	Water consumption/withdrawal reduction target at the specific sites impacted by water stress	%						-
EWT34	Water consumption/withdrawal reduction target (intensity)	XX						-

Water Consumption

Total Water Withdrawal

EWT31_9	Water withdrawal (total)	Million liter (ML)	-	ND	ND	ND		
By sources								
EWT31_2, 11, 20	i. Surface Water							
	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-
	- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-
EWT31_3, 12, 21	ii. Groundwater							
	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-
	- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-

3-a, 303

		iii. Seawater								
	EWT31_8, 17, 26	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		iv. Produced Water								
		- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		v. Third-party Water								
		- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)						-	
		vi. Used quarry water collected in the quarry								
	EWT31_4, 13, 22	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		vii. Municipal potable water								
	EWT31_5, 14, 23	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		viii. External wastewater								
	EWT31_6, 15, 24	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		ix. Harvested rainwater								
	EWT31_7, 16, 25	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		Water withdrawal from water-stressed area								
		Water withdrawal from water-stressed areas (total)	Million liter (ML)	-	ND	ND	ND		-	
		i. Surface water								
	EWT31_2, 11, 20	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	
		- Lower quality than freshwater	Million liter (ML)	-	ND	ND	ND		-	
		ii. Ground water								
	EWT31_3, 12, 21	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-	

3-b, 303		- Lower quality than freashwater	Million liter (ML)	-	ND	ND	ND		-
		iii. Seawater							
	EWT31_8, 17, 26	- Equivalent quality to freshwater	Million liter (ML)	-	ND	ND	ND		-
		- Lower quality than freashwater	Million liter (ML)	-	ND	ND	ND		-
		iv. Produced water							
		- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND		-
		- Lower quality than freashwater	Million liter (ML)	-	0.00	ND	ND		-
		v. Third-party water							
		- Equivalent quality to freshwater	Million liter (ML)	-	132.95	ND	ND		-
		- Lower quality than freashwater	Million liter (ML)						Not applicable
	vi. Used quarry water collected in the quarry								
EWT31_4, 13, 22	- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND		-	
	- Lower quality than freashwater	Million liter (ML)	-	0.00	ND	ND		-	
	vii. Municipal potable water								
EWT31_5, 14, 23	- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND		-	
	- Lower quality than freashwater	Million liter (ML)	-	0.00	ND	ND		-	
	viii. External wastewater								
EWT31_6, 15, 24	- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND		-	
	- Lower quality than freashwater	Million liter (ML)	-	0.00	ND	ND		-	
	ix. Harvested rainwater								
EWT31_7, 16, 25	- Equivalent quality to freshwater	Million liter (ML)	-	132.95	ND	ND		-	
	- Lower quality than freashwater	Million liter (ML)						Not applicable	
Water discharge									
	EWT30_7, 14, 21	Water discharge (total)	Million liter (ML)	-	5.15	ND	ND		-
	EWT30_3, 10, 17	i. Water Discharge to Surface Water							
		- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND		-
		- Lower quality than freashwater	Million liter (ML)	-	0.00	ND	ND		-
		ii. Water Discharge to Groundwater							
			Million liter (ML)	-	-	ND	ND		-

303-4-a,		- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND	-
		- Lower quality than freshwater	Million liter (ML)	-	0.00	ND	ND	-
303-4-b	EWT30_2, 9, 16	iii. Water Discharge to Seawater (t	Million liter (ML)	-	-	ND	ND	-
		- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND	-
		- Lower quality than freshwater	Million liter (ML)	-	0.00	ND	ND	-
		iv. Water Discharge to municipality	Million liter (ML)	-	-	ND	ND	-
		- Equivalent quality to freshwater	Million liter (ML)	-	0.00	ND	ND	-
		- Lower quality than freshwater	Million liter (ML)	-	5.15	ND	ND	-
	EWT30_6, 13, 20	Water discharge reuse	Million liter (ML)					Not applicable

Water discharge to water-stressed areas

303-4-c		water discharge to water-stressed areas (total)	Million liter (ML)	-	5.15	ND	ND	-
		i. Water discharge to water stress with equivalent quality to freshwater (TDS) ≤ 1,000 mg	Million liter (ML)	-	0.00	ND	ND	-
		ii. Water discharge to water stress with lower quality than freshwater (TDS) >1,000 mg	Million liter (ML)	-	5.15	ND	ND	-
303-4-d		Water discharge that violates standa	Case	-	0.00	ND	ND	-

Water Consumption

303-5-a		Water consumption	Million liter (ML)	-	1,298.73	ND	ND	-
303-5-b		Freshwater consumption from water-stressed areas	Million liter (ML)	-	127.80	ND	ND	-
303-5-c		Change in water storage	Million liter (ML)	-	0.00	ND	ND	-

ENVIRONMENTAL MANAGEMENT: AIR POLLUTION

Air emission & Air pollution Reduction Targets

		Air pollution reduction targets	Part per million (ppm)					-
		Air pollution reduction targets (intensity)	ND					-

Air emission & Air pollution

	Amount of NOx, SOx, and other significant air emissions							
	EPR18_2, 4, 6	Nitrous oxide (NOx)	Part per million (ppm)	-	0.047	ND	ND	-
	EPR18_7	- Coverage	%	-	-	ND	ND	-

305-7-a	EPR19_2, 4, 6	Sulfur dioxide (SOx)	Part per million (ppm)	-	0.006	ND	ND	-
	EPR19_7	- Coverage	%	-	-	ND	ND	-
		Persistent organic pollutant (POP)	milligram per cubic meter	-	0.00	ND	ND	-
	EPR21_2, 4, 6	Volatile organic compound (VOC)	milligram per cubic meter	-	0.00	ND	ND	-
	EPR21	- Coverage	%	-	-	ND	ND	-
		Hazardous air pollutants (HAP)	milligram per cubic meter	-	0.00	ND	ND	-
		Particulate matter-10 micron (PM10)	milligram per cubic meter	-	0.207	ND	ND	-
		Particulate matter-2.5 micron (PM2.5)	micrograms per cubic meter	-	0.039	ND	ND	-
		Suspended particulate matter (TSP)	milligram per cubic meter	-	0.348	ND	ND	-
		Carbon monoxide (CO)	Part per million (ppm)	-	1.939	ND	ND	-
		Hydrocarbon (THC)	Part per million (ppm)	-	0.00	ND	ND	-

ENVIRONMENTAL MANAGEMENT: WASTE

Waste Reduction Targets

	EPR05_2	Waste reduction target	%					-
	EPR05_2	Waste reduction target (Non-hazardous waste)	%					-

Waste

Waste Generated								
306-3-a	EPR25_2, 4, 6	Total waste generated	Tonne	-	1,643.76	2,502.80	3,533.94	-
	EPR25_7	- Coverage	%	-	100.00%	100.00%	100.00%	-
		Progress of work	Percent		22.11	18.61	24.43	
		waste generated per Progress of work	Tonne / percent - year		74.34	134.49	144.66	
	EPR24_2, 4, 6	i. Hazardous waste generated	Tonne	-	7.84	12.66	15.03	-
	EPR24_7	- Coverage	%	-	0.48%	0.51%	0.43%	-
306-3-a		ii Non-Hazardous waste generated	Tonne	-	1,635.91	2,490.14	3,518.90	-
		- Coverage	%	-	99.52%	99.49%	99.57%	-
306-4	Waste Diverted from Disposal							
306-4-a		Total waste diverted from disposal	Tonne	-	772.56	1,113.24	1,506.52	-
		- Coverage	%	-	47.00%	44.48%	42.63%	-

306-4-b, 306-4-c, 306-4-d		Hazardous waste diverted from construction site	Tonne	-	None	None	None	-
		i. Reuse	Tonne	-	None	None	None	-
		- Internal project/organization (including contractor)	Tonne	-	None	None	None	-
		- External project/organization (including contractor)	Tonne	-	None	None	None	-
		ii. Recycling	Tonne	-	None	None	None	-
	EPR26_2, 4, 6	- Internal project/organization (including contractor)	Tonne	-	None	None	None	-
	EPR26_7	- Coverage	%	-	None	None	None	-
		- External project/organization (including contractor)	Tonne	-	None	None	None	-
		iii. Other Recovery Approaches	Tonne	-	None	None	None	-
		- Internal project/organization (including contractor)	Tonne	-	None	None	None	-
	- External project/organization (including contractor)	Tonne	-	None	None	None	-	
306-4-c, 306-4-d		Non-hazardouse waste diverted from construction site	Tonne	-	772.56	1,113.24	1,506.52	-
		i. Reuse	Tonne	-	N.A.	N.A.	21.90	-
		- Internal project/organization (including contractor)	Tonne	-	N.A.	N.A.	21.90	-
		- External project/organization (including contractor)	Tonne	-	None	None	None	-
		ii. Recycling	Tonne	-	386.26	527.26	722.76	-
	EPR26_2, 4, 6	- Internal project/organization (including contractor)	Tonne	-	None	None	None	-
	EPR26_7	- Coverage	%	-	None	None	None	-
		- External project/organization (including contractor)	Tonne	-	386.26	527.26	744.66	-
		iii. Other recovery approaches	Tonne	-	386.30	585.98	761.86	-
		- Internal project/organization (including contractor)	Tonne	-	386.30	585.98	761.86	-
	- External project/organization (including contractor)	Tonne	-	None	None	None	-	
306-5	Waste Directed to Disposal							
306-5-a		Total waste directed to disposal	Tonne	-	871.20	1,389.56	2,027.42	-
		- Coverage	%	-	53.00%	5.52%	57.37%	-
		Hazardous waste directed to disposal	Tonne	-	7.84	12.66	15.03	-
		i. Incineration with energy recovery	Tonne	-	None	None	None	-
		- Internal project/organization (including contractor)	Tonne	-	None	None	None	-

306-5-b,
306-5-d

- External project/organization	Tonne	-	None	None	None	-
ii. Incineration without energy	Tonne	-	None	None	None	-
- Internal project/organization	Tonne	-	2.19	1.81	2.52	-
- External project/organization	Tonne	-	None	None	None	-
iii. Landfill	Tonne	-	5.66	10.85	12.51	-
- Internal project/organization	Tonne	-	5.66	10.85	12.51	-
- External project/organization	Tonne	-	None	None	None	-
iv. Other disposal approaches	Tonne	-	None	None	None	-
- Internal project/organization	Tonne	-	None	None	None	-
- External project/organization	Tonne	-	None	None	None	-

306-5-c,
306-5-d

Non-hazardous waste directed to	Tonne	-	863.36	1,376.90	2,012.39	-
i. Incineration with energy recovery	Tonne	-	None	None	None	-
- Internal project/organization	Tonne	-	None	None	None	-
- External project/organization	Tonne	-	None	None	None	-
ii. Incineration without energy	Tonne	-	859.31	1,355.66	1,979.09	-
- Internal project/organization	Tonne	-	859.31	1,355.66	1,979.09	-
- External project/organization	Tonne	-	None	None	None	-
iii. Landfill	Tonne	-	4.05	21.24	33.29	-
- Internal project/organization	Tonne	-	4.05	21.24	33.29	-
- External project/organization	Tonne	-	None	None	None	-
iv. Other disposal approaches	Tonne	-	None	None	None	-
- Internal project/organization	Tonne	-	None	None	None	-
- External project/organization	Tonne	-	None	None	None	-

EPR28_1,2,3	Environmental Management System	Site Coverage %	-	None	None	None	-
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CK PERFORMANCE TABLE: SOCIAL

GRI	FTSE Russell ESG Scores	Indicators	Unit	Year				2025 Targets	Note
				2022	2023	2024	2025		
	SHS38_7, SHS40_7, SHS15_7	OHS Data Coverage	%	-	ND	ND	ND		-
	SHS12	OHSAS 18001 certification	Site Coverage %	-	ND	ND	ND		-
Occupational Health and Safety Targets									
		Zero accident target	Case					ND	-
		LTIFR (Lost Time Injury frequency rate) target	-					ND	-
Work-related Injuries									
403-9-a	i. Fatalities								
	SHS38_2, 4, 6	Employees	Persons	-	ND	ND	ND		-
			Case/ 1,000,000 hours	-	ND	ND	ND		-
	SHS40_2, 4, 6	Contractors	Persons	-	ND	ND	ND		-
			Case/ 1,000,000 hours	-	ND	ND	ND		-
	ii. High-consequence work-related injuries								
		Employees	Persons	-	ND	ND	ND		-
			Case/ 1,000,000 hours	-	ND	ND	ND		-
		Contractors	Persons	-	ND	ND	ND		-
			Case/ 1,000,000 hours	-	ND	ND	ND		-
	iii. Recordable work-related injuries								
		Employees	Persons	-	ND	ND	ND		-
Case/ 1,000,000 hours			-	ND	ND	ND		-	
Persons			-	ND	ND	ND		-	
	Contractors								

	Contractors	Case/ 1,000,000 hours	-	ND	ND	ND		-
iv. Working hours								
	Employees	Hours	-	3,882,292.42	2,649,780	ND		-
	SHS15_2, 4, 6	Lost-time injury frequency rate (LTIFR)	-	ND	0.076	ND		-
		Injury rate (IR)	-	0.082	ND	ND		-
	Contractors	Hours	-	4,387,032	10,535,636	ND		-
	SHS15_2, 4, 6	Lost-time injury frequency rate (LTIFR)	-	ND	0.076	ND		-
		Injury rate (IR)	-	0.099	ND	ND		-
Work-related Ill Health								
403-10-a		i. Fatality due to ill health - Employees	Persons	-	0	0	ND	-
		ii. Recordable ill health - Employees	Persons	-	0	0	ND	-
403-10-b		i. Fatality due to ill health - Contractors	Persons	-	0	0	ND	-
		ii. Recordable ill health - Contractors	Persons	-	0	0	ND	-
2-7 Employees								
By employment								
		- Permanent employee	Persons	-	1,434	1,452	1,431.00	-
2-7-a, 2-7-b	SLS25_2	- Contract employee (including temporary staff and contractors)	Persons	-	692	441	356.00	-
		- Contract employee (including temporary staff and contractors)	%	-	ND	ND	19.50	-
By country of operation								
		- Thailand	Persons	-	3,622	4,180	4,860.00	-
		- Lao People's Democratic Republic	Persons	-	4,153	4,067	4,545.00	-
Contractors								
	SHS40_8, 9,	Total number of contractors	Persons	-	ND	ND	ND	-
Employees' satisfaction								
		Employees' satisfaction/engagement	Unit	-	80.00%	80.00%	91.00%	ND

401: Employment

401-1: New hires and employee turnover

401-1-a	New hires	Persons	-	397	277.00	197		-
	- Male	Persons	-	319	223.00	122		-
	- Female	Persons	-	78	54.00	75		-
	By age							
	- Less than 30 years	Persons	-	190	143.00	86.00		-
	- 30 to 50 years	Persons	-	185	111.00	99.00		-
	- Over 50 years	Persons	-	22	23.00	12.00		-
	New employee hiring rate	%	-	18.67	14.63	11.02		-
	By gender							
	- Male	%	-	15	11.78	61.93		-
	- Female	%	-	3.66	2.85	38.07		-
	By age							
	- Less than 30 years	%	-	8.93	7.55	43.66		-
- 30 to 50 years	%	-	8.70	5.86	20.25		-	
- Over 50 years	%	-	1.03	1.22	6.09		-	
401-1-b	Employee turnover	Persons	-	281	193.00	135.00		-
	By gender							
	- Male	Persons	-	232	164.00	98.00		-
	- Female	Persons	-	49	29.00	37.00		-
	By age							
	- Less than 30 years	Persons	-	101	74.00	58.00		-
	- 30 to 50 years	Persons	-	150	101.00	65.00		-
	- Over 50 years	Persons	-	30	18.00	12.00		-
Employee turnover rate	%	-	13.22	10.20	7.50		-	
By gender								

		- Male	%	-	82.56	8.66	7.80		-
		- Female	%	-	17.44	1.53	6.80		-
		By age							
		- Less than 30 years	%	-	35.94	38.34	42.96		-
		- 30 to 50 years	%	-	53.38	52.33	48.14		-
		- Over 50 years	%	-	10.68	9.33	8.89		-
	SLS24_2	Voluntary employee turnover rate	Persons	-	281	193.00	135.00		-
			%	-	100	100.00	100.00		-
401-3: Parental leave									
		Employees entitled to parental leave	Persons	-	549	540.00	541.00		-
		Employees that took parental leave	Persons	-	11	7.00	4.00		-
		Employees who took parental leave and returned to work after parental leave ended	Persons	-	10	7.00	3.00		-
401-3-a, 401-3-b		By gender							
		- Male	Persons		ND				
		- Female	Persons						
		Employees that took parental leave, returned to work after parental leave ended, and still employed 12 months after return to work	Persons	-	10	7.00	3.00		-
401-3-c, 401-3-d		By gender							
		- Male	Persons						
		- Female	Persons						
403-1-e		Return to work ratio of employees who took parental leave	%	-	2	100.00	75.00		-
		Retention rate of employees who took parental leave	%	-	91	100.00	75.00		-
404: Training and education									
404-1: Average hours of training per year per employee									
	SLS26_2	Training hours in total	Hours	-	13,555	16,825	14,277		-

404-1-a	SLS26_3	Average training hours per FTE (Full-time equivalent)	Hours/ FTE	-	9.49	11.57	9.96	8	-
		- Male	Hours/ FTE	-	-	10.61	8.92		-
		- Female	Hours/ FTE	-	-	14.01	12.59		-
	SLS26_4	Average training days per FTE (Full-time equivalent)	Days/FTE	-	-	1.35	1.40		-
	SHS13_2	Staff trained on safety	Persons	-	-	49	31		-
	SHS13_3	Staff trained (general training which includes safety)	Persons	-	-	1,965	1,462		-

404-1-a	By gender								
		- Male	Hours/ FTE	-	8.92	10.61	8.92		-
		- Female	Hours/ FTE	-	10.95	14.01	12.59		-
	By position								
		- Top management	Hours/ FTE	-	22.65	20.71	29.26		-
		- Middle management	Hours/ FTE	-	12.21	19.21	19.78		-
		- Junior management	Hours/ FTE	-	9.17	9.89	7.59		-
	- Officer/ Non-management	Hours/ FTE	-	19.87	11.25	9.52		-	

	By type of training								
SLS26_6	- Core training for every employees	Hours/FTE	-	-	1.03	1.94		CK to classify however CK does. (No specific requirement on training types).	
		Project(s)	-	-	10	20.00			
	- Specific training for each department	Hours/FTE	-	-	9.49	7.28			
		Project(s)	-	-	81	50.00			
	- Additional training for every employees	Hours/FTE	-	-	1.05	0.76			
		Project(s)	-	-	12	17.00			

Diversity and equal opportunity

	Total employee	Persons	-	2,126	1,893	1,787		-	
	By gender								
		- Male	Persons	-	1,577	1,353	1,246		-
			%	-	74.18	71.47	69.73		-
	SLS33_2	- Female	Persons	-	549	540	541		-

	- Female	%	-	24.55	27.10	28.93		-	
	By nationality								
405-1-a, 405-1-b	- Thai	Persons	-	2,112	1,884.00	1,773.00		-	
		%	-	99.34	99.52	99.22		-	
	- Lao	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- Indian	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- German	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- Costarican	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- French	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- Filipino	Persons	-	-	2.00	2.00		-	
		%	-	-	0.11	0.11		-	
	- Cambodian	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
		By race/ ethnicity							
		- Thai	Persons	-	2,112	1,884	1,773.00		-
		%	-	99.34	99.52	99.22		-	
	- Lao	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- Indian	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- German	Persons	-	-	0.00	0.00		-	
		%	-	-	0.00	0.00		-	
	- Costarican	Persons	-	-	0.00	0.00		-	

	- Cambodian	%	-	-	0.00	0.00		-
		Persons	-	-	0.00	0.00		-
	- French	%	-	-	0.00	0.00		-
		Persons	-	-	2.00	2.00		-
	- Filipino	%	-	-	0.11	0.11		-
		Persons	-	-	0.00	0.00		-
	- Cambodian	%	-	-	0.00	0.00		-
Classified by people with disability								
	SLS32_2	- People with disability	Persons	-	2	2.00	2.00	-
			%	-	0.09	0.11	0.11	-

Ratio of basic salary and remuneration of women to men

By position								
Top management								
	- Base salary	%	-	-	ND	ND		-
	- Base salary and other cash incentives	%	-	-	ND	ND		-
Middle management								
	- Base salary	%	-	-	ND	ND		-
	- Base salary and other cash incentives	%	-	-	ND	ND		-
Junior management								
	- Base salary	%	-	-	ND	ND		-
	- Base salary and other cash incentives	%	-	-	ND	ND		-
Officer/non-management								
	- Base salary	%	-	-	ND	ND		-
	- Base salary and other cash incentives	%	-	-	ND	ND		-
By gender								
405-2	Male and female salary ratio		-	-	-	ND	ND	-

COMMUNITY INVOLVEMENT

	SHR17	Contribution to not-for-profit organizations	THB	-	-	ND	ND	-
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CK PERFORMANCE TABLE: GOVERNANCE

GRI	FTSE Russell ESG Scores	Indicators	Unit	Year				2025 Targets	Note
				2022	2023	2024	2025		
GENERAL DISCLOSURE									
2-27-a	EPR27_1,2	Total Number of significant illegal incident							Significant case = Fines > 10,000 USD (approx. 379,150 THB), including environmental regulation violation
		i. Number of significant illegal incident with fines	Case	-	0	0	0		
		ii. Number of significant illegal incident without fines	Case	-	0	0	0		
2-27-b	GAC14	Monetary value of fines from non-compliance operation with the standard							
		i. Monetary value of fines in current reporting year	THB	-	0	0	0		
		ii. Monetary value of fines in <u>previous reporting year</u>	THB	-	0	0	0		
		Political contributions							
	GAC12	Total amount of political contributions	THB	-	-	0	0.00		
		Disciplined staff number							
	GAC13	Number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies	Person	-	-	0	0		
		Case	-	-	0	0			
		Meeting							
	GCG19	Annual general meeting	Days	-	1	1	0.00		
RISK & CRISIS MANAGEMENT									
Human Rights Due Diligence									
	SHR22_1,2	Coverage sites	%	-	-	-	0		
	SHR27_1,2			Human rights violation	Case	-	0	0	0
Compliance									
		Business ethics							
		Verified business ethics violation	Case	-	0	0	0		
		On-going investigation of violation	Case	-	0	0	0		
CUSTOMER RELATIONS									
		Customer satisfaction	%	-	100.00	100.00	100.00	100	
SUPPLY CHAIN									
		Total number of supplier	Number	-	-	-	-	-	

Total number of significant/critical suppliers							
- Tier-1	Number	-	-	-	-		-
- Non Tier-1	Number	-	-	-	-		-
Total number of ESG assessment							
							Only significant/critical suppliers are ESG assessed.
- Tier-1	Number	-	-	-	-		-
- Non Tier-1	Number	-	-	-	-		-

CORPORATE GOVERNANCE

405-1a	GCG03	Total Board of Director	Person	-	10	11	11		-
		- Male board of director	Person	-	9	10	10		-
	GCG05	- Female board of director	Person	-	1	1	1	2030	If long-term target, please specify the year
	GCG04	- Independent board of director	Person	-	-	5	5		-
		- Less than 30 years	Person	-	0	0	0		-
		- 30 to 50 years	Person	-	2	2	1		-
		- More than 50 years	Person	-	8	9	10		-
		- Vulnerable individuals	Person	-	0	0	0		Vulnerable Group = Indigenous group and LGBTQ+
	GCG50	Women in executive committee	%	-	-	1	1		-