SUSTAINABILITY PERFORMANCE DATA

การช่าง

General Disclosure

GRI	Indicators	Unit	Year	Targets	Note
			2023		
2-27-a	**Total Number of sigificant illegal incident**				
	i. Number of significant illegal incident with fines	Case	0.00		
	ii. Number of sigificant illegal incident without fines	Case	0.00		
2-27-b	**Monetary value of fines from non-compliance operation with the standard**				
	i. Monetary value of fines in current reporting year	THB	0.00		
	ii. Monetary value of fines in **previous reporting year**	THB	0.00		

Performance Data: Environmental

GRI	Indicators	Unit	Year	Targets	Note
			2023		
301: Materials					
301-1: Materials used by weight or volume					
301-1-a	**Materials use**	**Tonne**	**1,413,392.59**		
	i. Materials from non-renewable resources	**Tonne**	**1,291,674.06**		
	Concrete	Tonne	1,051,248.29		
	Cement	Tonne	30,464.00		
	Rebar steel	Tonne	86,560.04		
	Structural steel	Tonne	1,683.21		
	Other	Tonne	121,718.53		
	ii. Materials from renewable resources	**Tonne**	**121,718.53**		
	Wood	Tonne	121,718.53		
301-2: Recycled input materials					
301-2-a	Recycled materials in operation	**%**	**ND**		
		Tonne	ND		
301-3: Reclaimed products and their packaging materials					
301-3-a	Reclaimed products and Their Packaging Materials	**%**			Not applicable
302: Energy					
302-1: Energy consumption within the organization					
302-1-a	**Non-renewable energy consumption**	**Megajoule (MJ)**	**187,685,433.43**		
	Diesel	Megajoule (MJ)	679,495.22		
	Diesel B7	Megajoule (MJ)	112,452,198.18		
	Diesel B20	Megajoule (MJ)	42,876.36		
	Benzene	Megajoule (MJ)	10,757.98		
	Gasohol 91	Megajoule (MJ)	5,748,628.45		
	Gasohol 95	Megajoule (MJ)	57,265,603.71		
	Gasohol E85	Megajoule (MJ)	0.00		
	Gasohol E20	Megajoule (MJ)	11,135,506.59		
	LPG	Megajoule (MJ)	0.00		
	Acetylene	Megajoule (MJ)	350,366.95		

SET ESG RATING	Fuel expense	THB	96,247,155	
302-1-b	**Renewable internal energy**	**Megajoule (MJ)**	**0.00**	
	Photovoltaic	Megajoule (MJ)	0.00	
302-1-c		Megajoule (MJ)	**130,500,916.88**	
SET ESG rating	Electricity purchase	THB	95,709,811	
302-1-d	Electricity sold	Kilowatt-hour (kWh)		No electricity sold
302-1-e	Internal electricity used	Megajoule (MJ)	318,186,350.32	
302-2: Energy consumption outside of the organization				
302-2-a	Energy consumption	Megajoule (MJ)	0.00	
302-3: Energy intensity				
302-3-a	Energy intensity ratio	Megajoule/Million Baht (MJ/Million Baht)	31.82	Use construction revenue for calculation and reporting in organization
302-4: Energy reduction				
302-4-a	Energy reduced from energy conservation programs	Megajoule (MJ)	0.00	
302-5: Reductions in energy requirements of products and services				
302-5-a	Energy reduced from products sold	Megajoule (MJ)		Not applicable
303: Water and effluents				
303-3: Water withdrawal				
	Water withdrawal	**Million liter (ML)**	1,303.88	
	By sources			
	i. Surface Water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	ii. Groundwater			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	iii. Seawater			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	iv. Produced Water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	v. Third-party Water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	1,303.88	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)		Not applicable

	Total water withdrawal from water-stressed areas	**Million liter (ML)**	132.95	
	By sources			
	i. Surface water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	ii. Ground water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	iii. Seawater			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	iv. Produced water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	v. Third-party Water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	132.95	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)		Not applicable
SET ESG rating	Expense for water purchased	THB	10,588,735	

303-4: Water Discharge				
303-4-a, 303-4-b	**Water discharge**	**Million liter (ML)**	**5.15**	
	By sources			
	i. Water Discharge to Surface Water			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	ii. Water Discharge to GroundWater			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	iii. Water Discharge to Seawater			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	0.00	
	iv. Water Discharge to municipality (Third-party Water)			
	Equivalent quality to freshwater (TDS ≤1,000 mg/l)	Million liter (ML)	0.00	
	Lower quality than freashwater (TDS > 1,000 mg/l)	Million liter (ML)	5.15	
	Water discharge reuse	**Million liter (ML)**		Not applicable

303-4-c	**Water discharge to water-stressed areas**	**Million liter (ML)**	**5.15**	
	By sources			
	i. Water discharge to water stress with equivalent quality to freshwater (TDS) ≤1,000 mg	Million liter (ML)	0.00	
	ii. Water discharge to water stress with lower quality than freashwater (TDS) >1,000 mg	Million liter (ML)	5.15	
303-4-d	Water discharge that violates standard value	Case	0.00	
303-5: Water Consumption				
303-5-a	Water consumption	Million liter (ML)	1,298.73	
303-5-b	Freshwater consumption from water-stressed areas	Million liter (ML)	127.80	
303-5-c	Change in water storage	Million liter (ML)	0.00	
305: Emissions				
305-1: Scope 1 GHG emissions				
305-1-a, 305-1-b	Scope 1 GHG emission	Tonne CO_2 equivalent	8,671.00	
305-1-c	Biogenic CO_2 emission	Tonne CO_2 equivalent	395.00	
305-2: Scope 2 GHG emissions				
305-2-a, 305-2-c	Scope 2 GHG emission	Tonne CO_2 equivalent	**7,784.00**	
305-3: Scope 3 GHG emissions				
305-3-a, 305-3-b	Scope 3 GHG emission	Tonne CO_2 equivalent	**219,302.00**	Reporting category 1 of scope 3
305-3-c	Biogenic CO_2 emission	Tonne CO_2 equivalent	-	
305-3-d	**By category**			
	Cat 1: Purchased Goods and Services	Tonne CO_2 equivalent	**219,302.00**	
	Cat 4: Upstream Transportation and Distribution	Tonne CO_2 equivalent	**1,106.42**	
	Cat 5: Waste Generated in Operations	Tonne CO_2 equivalent	**341.28**	
	Cat 6: Business Travel	Tonne CO_2 equivalent	**16.57**	
	Cat 7: Employee Commuting	Tonne CO_2 equivalent	**921.31**	
	Cat 9: Downstream Transportation and Distribution	Tonne CO_2 equivalent	-	There is no relevant activity to this category
305-4: GHG emissions entensity				
305-4-a	GHG Emissions Intensity Ratio	Tonne CO2 equivalent/Million Baht	6.21	Use construction revenue for calculation and reporting in organization
305-5: Reduction of GHG emissions				
305-5-a, 305-5-b	GHG emissions reduced from reduction programs	Tonne CO_2 equivalent	ND	
305-5-d	**By scope**			
	i. Scope 1 GHG emission	Tonne CO_2 equivalent	ND	
	ii. Scope 2 GHG emission	Tonne CO_2 equivalent	ND	
	iii. Scope 3 GHG emission	Tonne CO_2 equivalent	ND	
305-6: Emission of ozone depleting substance				
305-6-a	Ozone depleting substance (ODS)	Tonne CFC-11 equivalent	14.69	
305-7: NOx, SOx, and other significant air emissions				

	Amount of NOx, SOx, and other significant air emissions		
	Nitrous oxide (NOx)	Part per million (ppm)	0.047
	Sulfur dioxide (SOx)	Part per million (ppm)	0.006
	Persistent organic pollutant (POP)	Milligram per cubic meter (mg/m^3)	ND
	Volatile organic compound (VOC)	Milligram per cubic meter (mg/m^3)	ND
305-7-a	Hazardous air pollutants (HAP)	Milligram per cubic meter (mg/m^3)	ND
	Particulate matter-10 micron (PM10)	Milligram per cubic meter (mg/m^3)	0.207
	Particulate matter-2.5 micron (PM2.5)	Micrograms per cubic meter ($\mu g/m^3$)	0.039
	Suspended particulate matter (TSP)	Milligram per cubic meter (mg/m^3)	0.348
	Carbon monoxide (CO)	Part per million (ppm)	1.939
	Hydrocarbon (THC)	Part per million (ppm)	0.00
Project 1 Electric train south purple line: Contract no.1 Subway (Tao Poon - National Library)			
	Amount of Other Significant Air Emissions		
	Total nitrous oxide emissions (NOx)	part per million (ppm)	0.027
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
305-7-a	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	0.043
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	0.023
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	0.076
	Total carbon monoxide emissions (CO)	part per million (ppm)	1.939
	Total hydrocarbon emissions (THC)	part per million (ppm)	-
Project 2 Electric train south purple line: Contract no.2 Subway (National Library - Phanfa)			
	Amount of Other Significant Air Emissions		
	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
305-7-a	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	ND
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	ND
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 3 Double track railway (Den Chai-Chiang Rai-Chiang Khong) Contract no.2 (Ngao-Chiang Rai)			
	Amount of Other Significant Air Emissions		

305-7-a	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	ND
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	ND
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 4 Double track railway (Den Chai-Chiang Rai-Chiang Khong) Contract no.2 (Ngao-Chiang Rai)			
305-7-a	**Amount of Other Significant Air Emissions**		
	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	ND
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	ND
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 5 Medical and Public Health Service Integration Center Building (Chulalongkorn Hospital)			
305-7-a	**Amount of Other Significant Air Emissions**		
	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	ND
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	ND
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 6 Chaloem Phrakiat 60th Anniversary Learning and Research Center Building of Prince Chulabhorn			
	Amount of Other Significant Air Emissions		

305-7-a	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	0.055
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	0.008
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	0.072
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 7 Water delivery tunnel along Kanchanaphisek Road and the old railway road from Bang Mot Pumping Station - Samrong Pumping Station.			
305-7-a	**Amount of Other Significant Air Emissions**		
	Total nitrous oxide emissions (NOx)	part per million (ppm)	0.020
	total sulfur dioxide emissions (SOx)	part per million (ppm)	0.006
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	0.055
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	ND
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	0.129
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 8 Bang Ban - Bang Sai flood drainage canal Contract no.4			
305-7-a	**Amount of Other Significant Air Emissions**		
	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	0.055
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	0.008
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	0.072
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND
Project 9 Head Office			
	Amount of Other Significant Air Emissions		

305-7-a	Total nitrous oxide emissions (NOx)	part per million (ppm)	ND
	total sulfur dioxide emissions (SOx)	part per million (ppm)	ND
	Total persistent organic pollutant emissions (POP)	milligram per cubic meter (mg/m^3)	ND
	Total volatile organic compound emissions (VOC)	milligram per cubic meter (mg/m^3)	ND
	Total hazardous air pollutants emissions (HAP)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-10 micron emissions (PM10)	milligram per cubic meter (mg/m^3)	ND
	Total Particulate matter-2.5 micron emissions (PM2.5)	micrograms per cubic meter ($\mu g/m^3$)	ND
	Total Suspended Particulate Matter emissions (TSP)	milligram per cubic meter (mg/m^3)	ND
	Total carbon monoxide emissions (CO)	part per million (ppm)	ND
	Total hydrocarbon emissions (THC)	part per million (ppm)	ND

306: Waste

306-3: Waste generated

306-3-a	**Waste generated**	**Tonne**	**268.14**
	i. Hazardous waste generated	Tonne	37.52
	ii Non-Hazardous waste generated	Tonne	230.62

Performance Data: Occupational Health and Safety

GRI	Indicators	Unit	Year 2023	Targets	Note
403: Occupational health and safety					
403-8: Workers covered by an occupational health and safety management system					
403-8-a	**i. Number and ratio of workers covered by an occupational health and safety management system**				
	Employees	Persons	837		
		%	59.44		
	Workers who are not employees	Persons	62		
		%	4.11		
	ii. Number and ratio of workers covered by an occupational health and safety management system and verified internal audit				
	Employees	Persons	837		
		%	59.44		
	Workers who are not employees	Persons	62		
		%	4.11		
	iii. Number and ratio of workers covered by an occupational health and safety management system and verified external audit				
	Employees	Persons	837		
		%	59.44		
	Workers who are not employees	Persons	62		
		%	4.11		
403-9: Work-related Injuries					
403-9-a	**i. Fatalities - Employees**				
	Fatalities	Persons	1		
		Case/ 1,000,000 hours	0.26		
	ii. High-consequence work-related injuries - Employees				
	High-consequence work-related injuries	Persons	0.00		
		Case/ 1,000,000 hours	0.00		
	iii. Recordable work-related injuries - Employees				
	Recordable work-related injuries	Persons	76		
		Case/ 1,000,000 hours	19.58		
	iv. Working hours - Employees	Hours	3,882,292.42		
	Lost-time injury frequency rate (LTIFR)	-	0.08	0.1	
	Injury rate (IR)	-	0.09	1.0	
SET ESG Rating	Stop work due to injury	Case	2		Reporting according to SET ESG Rating
	Stop work due to injury (more than 1 day)	Persons	9		

403-9-b	**i. Fatality - Contractors**			
	Fatalities	Persons	0.00	
		Case/ 1,000,000 hours	0.00	
	ii. High-consequence work-related injuries - Contractors			
	High-consequence work-related injuries	Persons	0.00	
		Case/ 1,000,000 hours	0.00	
	iii. Recordable work-related injuries - Contractors			
	Recordable work-related injuries	Persons	6	
		Case/ 1,000,000 hours	1.37	
	iv. Working hours - Contractors	Hours	4,387,032	
	Lost-time injury frequency rate (LTIFR)	-	-	0.1
	Injury rate (IR)	-	0.02	
403-10: Work-related Ill Health				
403-10-a	i. Fatality due to ill haelth - Employees	Persons	0	
	ii. Recordable ill health - Employees	Persons	0	
403-10-b	i. Fatality due to ill haelth - Contractors	Persons	0	
	ii. Recordable ill health - Contractors	Persons	0	

Performance Data: Human Resource

GRI	Indicators	Unit	Year 2023	Targets	Note
2-7 Employees					
	Full-time employees	**Persons**	2,126		
	By employment				
	- Permanent employee	Persons	1,434		
2-7-a, 2-7-b	- Contract employee	Persons	692		
	By country of operation				
	- Thailand	Persons	3,622		
	- Lao People's Democratic Republic	Persons	4,153		
401: Employment					
401-1: New hires and employee turnover					
	New hires	**Persons**	397		
	By gender				
	- Male	Persons	319		
	- Female	Persons	78		
	By age				
	- Less than 30 years	Persons	190		
	- 30 to 50 years	Persons	185		
	- Over 50 years	Persons	22		
401-1-a	**New employee hiring rate**	%	18.67		
	By gender				
	- Male	%	15		
	- Female	%	3.66		
	By age				
	- Less than 30 years	%	8.93		
	- 30 to 50 years	%	8.70		
	- Over 50 years	%	1.03		
S&P Global	**Open positions filled by internal candidates/ internal hires**	**%**	100		
	Employee turnover rate	**Persons**	281		
	By gender				
	- Male	Persons	232		
	- Female	Persons	49		
	By age				
	- Less than 30 years	Persons	101		
	- 30 to 50 years	Persons	150		

401-1-b	- Over 50 years	Persons	30
	Employee turnover rate	**%**	13.22
	By gender		
	- Male	%	82.56
	- Female	%	17.44
	By age		
	- Less than 30 years	%	35.94
	- 30 to 50 years	%	53.38
	- Over 50 years	%	10.68
	Voluntary employee turnover rate	**Persons**	281
	By gender		
	- Male	Persons	232
	- Female	Persons	49
	By age		
	- Less than 30 years	Persons	101
	- 30 to 50 years	Persons	150
	- Over 50 years	Persons	30
S&P Global	**Voluntary employee turnover rate**	**%**	100
	By gender		
	- Male	%	82.56
	- Female	%	17.44
	By age		
	- Less than 30 years	**%**	35.94
	- 30 to 50 years	%	53.38
	- Over 50 years	%	10.68
401-3: Parental leave			
	Employees entitled to parental leave	**Persons**	549
	By gender		
	- Male	Persons	ND
	- Female	Persons	ND
	Employees that took parental leave	**Persons**	11
	By gender		
401-3-a, 401-3-b	- Male	Persons	ND
	- Female	Persons	ND
	Employees who took parental leave and returned to work after parental leave ended	**Persons**	10
	By gender		

	- Male	Persons	ND	
	- Female	Persons		
401-3-c, 401-3-d	**Employees that took parental leave, returned to work after parental leave ended, and still employed 12 months after return to work**	**Persons**	10	
403-1-e	**Return to work ratio of employees who took parental leave**	**%**	2	
	Retention rate of employees who took parental leave	**%**	91	

404: Training and education

404-1: Average hours of training per year per employee

	Training hours	**Hours**	13,555	
	Average training hours per FTE	**Hours/ FTE**	9.49	8
	By gender			
	- Male	Hours/ FTE	8.92	
	- Female	Hours/ FTE	10.95	
404-1-a	**By position**			
	- Top management	Hours/ FTE	22.65	
	- Middle management	Hours/ FTE	12.21	
	- Junior management	Hours/ FTE	9.17	
	- Officer/ Non-management	Hours/ FTE	19.87	

405: Diversity and equal opportunity

405-1 Diversity of governance bodies and employees

By gender			
- Male	Persons	1,577	
	%	74.18	
- Female	Persons	549	
	%	25.82	
By age			
- Less than 30 years	Persons	265	
	%	12.46	
- 30 to 50 years	Persons	1,227	
	%	57.72	
- 50 years	Persons	634	
	%	29.82	
By position			
Top management			
- Male	Persons	15	
	%	0.7	

405-1-a, 405-1-b	- Female	Persons	2
		%	0.09
	Middle management		
	- Male	Persons	20
		%	0.94
	- Female	Persons	6
		%	0.28
	Junior management		
	- Male	Persons	30
		%	1.41
	- Female	Persons	19
		%	0.89
	Officer/non-management		
	- Male	Persons	1,512
		%	71.11
	- Female	Persons	522
		%	24.55
	By nationality		
	- Thai	Persons	2,112
		%	99.34
	By race/ ethnicity		
S&P Global	- Thai	Persons	2,112
		%	99.34
	Classified by people with disability		
	- People with disability	Persons	2
		%	0.09