

BEM SUSTAINABILITY PERFORMANCE DATA

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
CORPORATE GOVERNANCE AND ECONOMIC DIMENSION								
Business Ethics	-	Total confirmed breaches of business ethics	Cases	0	0	0	0	0
	205-3	Corruption	Cases	0	0	0	0	0
		Corruption in which employees were dismissed or disciplined	Cases	0	0	0	0	0
		Corruption in which contracts with business partners were terminated or not renewed	Cases	0	0	0	0	0
		Public legal cases regarding corruption brought against the organization or its employees	Cases	0	0	0	0	0
		Discrimination and All types of harassment	Cases	0	0	0	0	0
	418-1	Breaches to customer privacy data	Cases	0	0	0	0	0
		External Organizations' Complaints	Cases	0	0	0	0	0
		Governance Agencies' Complaints	Cases	0	0	0	0	0
		Identified leaks, thefts, or losses of customer privacy data	Cases	0	0	0	0	0
	-	Conflict of interest	Cases	0	0	0	0	0
		Money laundering and Insider trading	Cases	0	0	0	0	0
	2-27	Significant cases of non-compliance with laws and regulations	Cases	0	0	0	0	0
		Significant cases for which fines were incurred	Cases	0	0	0	0	0
		Significant cases for which non-monetary sanctions were incurred	Cases	0	0	0	0	0
		Total cases of non-compliance with laws and regulations	Cases	0	0	0	0	0
		Total cases for which fines were incurred	Cases	0	0	0	0	0
			THB	0	0	0	0	0
Policy Influence	-	Total Contributions and other spendings in Policy Influence	THB	0	0	0	0	0
		Lobbying, Interest representation, or similar	THB	0	0	0	0	0
		Local, regional or national political campaigns / organizations / candidates	THB	0	0	0	0	0
		Trade associations	MTHB	1.91	2.03	2.06	2.45	NA
		Others	THB	0	0	0	0	0
Cybersecurity	-	Total breaches to cybersecurity	Cases	0	0	3	2	0
		Note: Three cases of cyber attacks were detected in 2023 and two cases of cyber attacks were detected in 2024, but the company was able to contain them effectively, with no impact on service delivery or the leakage of personal data.						
		Total clients, customers and employees affected by the breaches	People	0	0	0	0	0
Customer Relationship Management	2-29	Customer Satisfaction	%	99.37	99.88	96.63	95.98	≥92
		Data coverage	%	38	38	100	100	100
Supply Chain Management	-	Supplier identification and screening						
		Total tier-1 suppliers	Numbers	771	798	782	774	NA
		Total significant suppliers in tier-1 and non tier-1	Numbers	ND	14	15	11	NA
		Significant suppliers in tier-1	Numbers	ND	12	12	11	NA
		Percentage of total spend on significant suppliers in tier-1	%	ND	69	46	63	NA
		Significant suppliers in non tier-1	Numbers	ND	2	3	0	NA
	308-1	Percentage of new suppliers that were screened using environmental criteria	%	ND	0	100	100	NA
		Supplier assessment						
		Total number of suppliers assessed via desk assessments/on-site assessments	Numbers	0	12	463	660	NA
		Percentage of significant suppliers assessed	%	ND	100	100	100	100
		Number of suppliers with substantial actual/potential negative impacts	Numbers	ND	0	0	0	0
		Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action plan	%	ND	0	0	0	0
		Number of suppliers with substantial actual/potential negative impacts that were terminated	Numbers	ND	0	0	1	0
		Supplier development						
		Number of suppliers supported in corrective action plan implementation	Numbers	ND	0	0	0	NA
		Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action plan	%	ND	0	0	0	NA
Number of suppliers in sustainability capacity building programs		Numbers	ND	ND	42	72	NA	
Percentage of significant suppliers in sustainability capacity building programs	%	ND	0	0	100	NA		

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
ENVIRONMENTAL DIMENSION								
Environmental Management System	-	Return on environmental investments						
		Environmental investment expenses	MTHB	10.62	22.87	15.70	30.98	NA
		Violations to environmental laws and regulations	Cases	0	0	0	0	0
		Fines/penalties paid for violations to environmental laws and regulations	THB	0.00	0.00	0.00	0.00	0.00
		Environmental liability accrued at year-end	THB	0.00	0.00	0.00	0.00	0.00
Energy	302-1	Total energy consumption within organization	MWh	217,619.27	218,782.39	233,900.76	239,822.20	NA
		Total non-renewable energy consumption	MWh	217,178.70	218,295.06	233,263.17	239,168.21	223,932.64
		Total Fuel consumption	MWh	9,097.21	8,885.27	7,506.65	7,509.61	7,206.39
		Stationary combustion	MWh	45.27	33.61	423.88	379.21	NA
		Classified by types of fuel						
		Natural gas	MWh	0.00	0.00	0.00	0.00	NA
		GJ	0.00	0.00	0.00	0.00		
		kg	0.00	0.00	0.00	0.00		
		Diesel	MWh	ND	ND	373.73	333.31	
		GJ	ND	ND	1,345.44	1,199.90		
		Liter	ND	ND	36,942.00	32,960.00		
		Diesel B7	MWh	ND	ND	0.00	0.00	
		GJ	ND	ND	0.00	0.00		
		Liter	ND	ND	0.00	0.00		
		Liquefied petroleum gas: LPG	MWh	45.27	33.61	50.14	45.90	
		GJ	163.80	121.00	180.52	165.25		
		kg	3,323.00	2,454.00	3,661.00	3,352.00		
		Mobile combustion	MWh	9,051.94	8,851.66	7,082.77	7,130.40	NA
		Classified by types of fuel						
		Diesel	MWh	8,289.72	7,925.00	6,708.23	6,860.61	NA
		GJ	29,843.00	28,530.00	24,149.64	24,698.00		
		Liter	819,423.00	783,370.00	663,081.00	678,169.00		
		Diesel B7	MWh	0.00	0.00	0.00	58.48	
		GJ	0.00	0.00	0.00	210.51		
		Liter	0.00	0.00	0.00	5,780.02		
		Gasoline	MWh	762.22	926.66	374.54	211.31	
		GJ	2,744.00	3,336.00	1,348.38	760.70		
		Liter	87,172.00	105,979.00	42,836.00	24,164.46		
		Natural gas for vehicles: NGV	MWh	0.00	0.00	0.00	0.00	
		GJ	0.00	0.00	0.00	0.00		
		kg	0.00	0.00	0.00	0.00		
		Liquefied petroleum gas: LPG	MWh	0.00	0.00	0.00	0.00	
		GJ	0.00	0.00	0.00	0.00		
		kg	0.00	0.00	0.00	0.00		
		Non-renewable electricity generation and consumption within the organization						
		Non-renewable electricity generation and consumption within the organization	MWh	0.00	0.00	0.00	0.00	NA
			GJ	0.00	0.00	0.00	0.00	
		Electricity purchased from outside the organization						
		Electricity purchased from outside the organization	MWh	208,081.49	209,409.79	225,756.51	231,658.60	216,726.25
			GJ	749,093.00	753,875.00	812,723.04	833,970.97	NA
			MTHB	703.37	821.06	964.99	932.35	NA
		Total renewable energy consumption	MWh	440.57	487.33	637.59	653.99	NA
		Classified by types of renewable energy						
		Solar energy	MWh	440.57	487.33	637.59	653.99	NA
		GJ	1,586.05	1,754.39	2,295.32	2,354.35		
		Wind energy	MWh	0.00	0.00	0.00	0.00	
		GJ	0.00	0.00	0.00	0.00		
		Hydropower	MWh	0.00	0.00	0.00	0.00	
		GJ	0.00	0.00	0.00	0.00		
		Other	MWh	0.00	0.00	0.00	0.00	
		GJ	0.00	0.00	0.00	0.00		
	302-3	Energy intensity	MWh /	0.000345	0.000191	0.000138	0.000200	NA
		Note: Only for Rail business, because the average distance of Expressway users cannot be calculated.	passenger-km					

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
ENVIRONMENTAL DIMENSION								
GHG	305-1	Total GHG emissions scope 1	tCO2e	2,456.00	2,396.00	8,059.00	4,048.73	7,736.64
		Stationary combustion	tCO2e	11.00	8.00	111.33	98.32	NA
		Classified by types of fuel						
		Natural gas	tCO2e	0.00	0.00	0.00	0.00	NA
		Diesel	tCO2e	ND	ND	100.03	89.25	
		Diesel B7	tCO2e	0.00	0.00	0.00	0.00	
		Liquefied petroleum gas: LPG	tCO2e	11.00	8.00	11.30	9.07	NA
		Mobile combustion	tCO2e	2,445.00	2,388.00	1,911.09	1,884.78	
		Classified by types of fuel						
		Diesel	tCO2e	2,246.00	2,147.00	1,813.77	1,794.00	NA
		Diesel B7	tCO2e	0.00	0.00	0.00	0.00	
		Gasoline	tCO2e	199.00	241.00	97.32	90.78	
		Natural gas for vehicles: NGV	tCO2e	0.00	0.00	0.00	0.00	NA
		Liquefied petroleum gas: LPG	tCO2e	0.00	0.00	0.00	0.00	
		Refrigerants	tCO2e	ND	ND	1,280.82	651.66	
		Refrigerant R134a	tCO2e	ND	ND	717.14	217.73	NA
			kg	ND	ND	640.30	194.40	
		Refrigerant R32	tCO2e	ND	ND	34.53	57.89	
			kg	ND	ND	51.00	85.50	
		Refrigerant R410a	tCO2e	ND	ND	529.15	376.04	
			kg	ND	ND	275.10	195.50	
		Refrigerant R407C	tCO2e	ND	ND	0.00	0.00	NA
			kg	ND	ND	0.00	0.00	
		Sulfur hexafluoride: SF6	tCO2e	ND	ND	4582.5	1175	NA
			kg	ND	ND	195	50	NA
		Methane (CH4) from septic tank	tCO2e	ND	ND	166.92	238.37	NA
			kg	ND	ND	5961.27	8609.5	NA
		CO2 fire extinguisher (training)	tCO2e	ND	ND	6.15	0.61	NA
			kg	ND	ND	6146.18	610	NA
		Biogenic emissions	tCO2e	0.00	0.00	0.00	0.00	NA
		Stationary combustion: Diesel B7	tCO2e	0.00	0.00	0.00	0.00	NA
		Mobile combustion: Diesel B7	tCO2e	0.00	0.00	0.00	0.00	
		Data coverage	%	ND	ND	ND	99	100
	305-2	Total GHG emissions scope 2: Location-based	tCO2e	124,558.00	104,684.00	106,364.00	108,781.17	102,109.44
		Total GHG emissions scope 2: Market-based	tCO2e	0	0	0	0	0
		Data coverage	%	ND	ND	ND	99	100
	305-3	Total GHG emissions scope 3	tCO2e	ND	ND	29,411.00	28,722.24	28,235
		Category 1 Purchased goods and services	tCO2e	ND	ND	646.95	859.89	NA
		Category 2 Capital goods	tCO2e	ND	ND	0.00	0.00	0.00
		Category 3 Fuel- and energy-related activities	tCO2e	ND	ND	21,000.43	21,701.42	NA
		Category 4 Upstream transportation and distribution	tCO2e	ND	ND	0.00	0.00	0.00
		Category 5 Waste generated in operations	tCO2e	ND	ND	2,255.92	800.40	NA
		Category 6 Business travel	tCO2e	ND	ND	0.00	0.00	0.00
		Category 7 Employee commuting	tCO2e	ND	ND	4,019.54	3,937.87	NA
		Category 8 Upstream leased assets	tCO2e	ND	ND	0.00	0.00	0.00
		Category 9 Downstream transportation and distribution	tCO2e	ND	ND	0.00	0.00	0.00
		Category 10 Processing of sold products	tCO2e	ND	ND	0.00	0.00	0.00
		Category 11 Use of sold products	tCO2e	ND	ND	0.00	0.00	0.00
		Category 12 End of life treatment of sold products	tCO2e	ND	ND	0.00	0.00	0.00
		Category 13 Downstream leased assets	tCO2e	ND	ND	1,487.34	1,422.65	NA
		Category 14 Franchises	tCO2e	ND	ND	0.00	0.00	0.00
		Category 15 Investments	tCO2e	ND	ND	0.00	0.00	0.00
		Data coverage	%	ND	ND	ND	99	100

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
ENVIRONMENTAL DIMENSION								
	305-4	GHG emissions intensity	tCO2e / passenger-km					
		Rail business	tCO2e / passenger-km	ND	ND	0.000092	0.000240	NA
		Rail business	tCO2e of the electric train propulsion system / passenger-km	0.000078	0.000034	0.000024	0.000103	
		Expressway and Rail businesses	tCO2e / trip	ND	ND	0.00026	0.000028	
		Percentage of electric rail fleet	Percentage	100	100	100	100	100
	305-5	Avoided GHG emissions	tCO2e	267	291	3,086	3,086	NA
		Avoided GHG emissions by renewable energy generation	MWh	446.00	486.00	454.00	654.00	NA
		Grid emission factor	tCO2e / MWh	0.5986	0.5986	0.4999	0.4999	
	305-6	Refrigerant R22	tCO2e	0.00	0.00	4,476.38	3,459.56	NA
			kg	0.00	0.00	2,543.40	1,965.66	
	305-7	Other air emissions						
		Nitrogen Oxide: NOx	ppm	0.00	0.00	0.00	0.02	≤0.17
		Sulfur Oxide: SOx	ppm	0.00	0.00	0.00	0.00	NA
		Carbon monoxide: CO	ppm	ND	ND	ND	0.70	≤9
		Persistent organic pollutants: POP	kg	0.00	0.00	0.00	0.00	NA
		Volatile organic compounds: VOC	kg	0.00	0.00	0.00	0.00	NA
		Hazardous pollutants: HAP	kg	0.00	0.00	0.00	0.00	NA
		Particulate matter: PM	ppm	0.00	0.00	0.00	0.02	≤0.12
		Total Suspended Particulate : TSP	ppm	ND	ND	ND	0.04	≤0.33
		Data coverage	%	ND	ND	ND	99	100
Water	303-3	Total water withdrawal from all areas	Million cubic meters	0.54	0.58	0.65	0.79	0.65
			Million liters	536.34	577.95	653.16	794.58	653.16
		Classified by sources						
		Surface water	Million cubic meters	0.00	0.00	0.00	0.00	NA
			Million liters	0.00	0.00	0.00	0.00	
		Ground water	Million cubic meters	ND	ND	ND	ND	NA
			Million liters	ND	ND	ND	ND	
		Recycled/Reused water	Million cubic meters	0.00	0.00	0.01	0.01	≥0.0056
			Million liters	0.00	0.00	5.61	6.70	≥5.6
		Recyled water treatment expense	THB	0.00	0.00	0.00	0.00	NA
		Third-party water/Municipal water supplies	Million cubic meters	0.54	0.58	0.87	0.79	NA
			Million liters	536.34	577.95	866.93	794.58	
		Total water withdrawal from areas with water stress	Million cubic meters	0.00	0.00	0.00	0.00	0.00
			Million liters	0.00	0.00	0.00	0.00	
		Classified by sources						
		Surface water	Million cubic meters	0.00	0.00	0.00	0.00	0.00
			Million liters	0.00	0.00	0.00	0.00	
		Ground water	Million cubic meters	0.00	0.00	0.00	0.00	
			Million liters	0.00	0.00	0.00	0.00	
		Recycled/Reused water	Million cubic meters	0.00	0.00	0.00	0.00	
			Million liters	0.00	0.00	0.00	0.00	
		Third-party water/Municipal water supplies	Million cubic meters	0.00	0.00	0.00	0.00	
			Million liters	0.00	0.00	0.00	0.00	

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET	
				2021	2022	2023	2024		
ENVIRONMENTAL DIMENSION									
	303-4	Total water discharge to all areas	Million cubic meters	0.54	0.58	0.65	0.65	≤0.653	
		Remark: Assumed to be 80% of water withdrawal and has TDS of less than or equal to 1,000 mg/L in accordance with buildings and industrial standards	Million liters	536.34	577.95	653.16	653.16	≤653	
		Classified by destination							
		Surface water	Million cubic meters	0.04	0.03	0.05	0.05	NA	
			Million liters	37.50	31.69	49.78	49.78		
		Ground water	Million cubic meters	0.00	0.00	0.00	0.00		
			Million liters	0.00	0.00	0.00	0.00		
		Third-party water/Municipal water supplies	Million cubic meters	0.50	0.55	0.82	0.82	NA	
			Million liters	498.83	546.26	817.15	817.15		
		To the same source of extraction at similar or higher quality as raw water extracted	Million cubic meters	0.00	0.00	0.00	0.00	NA	
			Million liters	0.00	0.00	0.00	0.00	NA	
		Total water discharge to areas with water stress	Million cubic meters	0.00	0.00	0.00	0.00	0.00	
			Million liters	0.00	0.00	0.00	0.00	0.00	
		Classified by sources							
		Surface water	Million cubic meters	0.00	0.00	0.00	0.00	0.00	
			Million liters	0.00	0.00	0.00	0.00		
		Ground water	Million cubic meters	0.00	0.00	0.00	0.00		
			Million liters	0.00	0.00	0.00	0.00		
		Third-party water/Municipal water supplies	Million cubic meters	0.00	0.00	0.00	0.00		
			Million liters	0.00	0.00	0.00	0.00		
	303-5	Total water consumption from all areas	Million cubic meters	0.54	0.58	0.65	0.65	0.65	
			Million liters	536.34	577.95	653.16	653.16	653.16	
		Total water consumption from all areas with water stress	Million cubic meters	0.00	0.00	0.00	0.00	0.00	
			Million liters	0.00	0.00	0.00	0.00	0.00	
	Waste	306-3	Total waste generated	Metric tons	258.00	351.00	833.60	1,059.80	1,017.41
			Hazardous waste generated	Metric tons	66.00	72.00	75.00	73.00	≤75
			Non-hazardous waste generated	Metric tons	192.00	279.00	758.60	986.80	≤728
		306-4	Total waste diverted from disposal	Metric tons	ND	ND	44.35	123.99	NA
			Hazardous waste diverted from disposal	Metric tons	ND	ND	12.40	91.52	NA
			Hazardous waste diverted from disposal on-site	Metric tons	ND	ND	0.00	0.00	NA
Preparation for reuse			Metric tons	ND	ND	0.00	0.00	NA	
Recycling			Metric tons	ND	ND	0.00	0.00		
Other recovery operations			Metric tons	ND	ND	0.00	0.00		
Hazardous waste diverted from disposal off-site			Metric tons	ND	ND	12.40	91.52	NA	
Preparation for reuse			Metric tons	ND	ND	0.00	0.00	NA	
Recycling			Metric tons	ND	ND	12.40	0.00		
Other recovery operations			Metric tons	ND	ND	0.00	91.52		
Non-hazardous waste diverted from disposal			Metric tons	ND	ND	31.95	32.47	≥32	
Non-hazardous waste diverted from disposal on-site			Metric tons	ND	ND	12.24	13.58	NA	
Preparation for reuse			Metric tons	ND	ND	0.00	0.00	NA	
Recycling			Metric tons	ND	ND	0.00	0.00		
Other recovery operations			Metric tons	ND	ND	12.24	13.58		
Non-hazardous waste diverted from disposal off-site			Metric tons	ND	ND	19.71	18.89	NA	
Preparation for reuse			Metric tons	ND	ND	0.00	0.00	NA	
Recycling			Metric tons	ND	ND	19.71	18.89		
Other recovery operations			Metric tons	ND	ND	0.00	0.00		

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
ENVIRONMENTAL DIMENSION								
	306-5	Total waste directed to disposal	Metric tons	ND	ND	748.79	976.28	NA
		Hazardous waste directed to disposal	Metric tons	ND	ND	22.14	4.94	≤22
		Hazardous waste waiting for disposal off-site	Metric tons	ND	ND	40.47	17.00	NA
		Hazardous waste directed to disposal on-site	Metric tons	ND	ND	0.00	0.00	0.00
		Incineration with energy recovery	Metric tons	ND	ND	0.00	0.00	0.00
		Incineration without energy recovery	Metric tons	ND	ND	0.00	0.00	
		Landfilling	Metric tons	ND	ND	0.00	0.00	
		Other disposal operations	Metric tons	ND	ND	0.00	0.00	
		Hazardous waste directed to disposal off-site	Metric tons	ND	ND	22.14	4.94	NA
		Incineration with energy recovery	Metric tons	ND	ND	0.00	4.94	NA
		Incineration without energy recovery	Metric tons	ND	ND	0.00	0.00	
		Landfilling	Metric tons	ND	ND	22.14	0.00	
		Other disposal operations	Metric tons	ND	ND	0.00	0.00	
		Non-hazardous waste directed to disposal	Metric tons	ND	ND	726.65	954.34	≤726
		Non-hazardous waste directed to disposal on-site	Metric tons	0.00	0.00	0.00	0.00	0.00
		Incineration with energy recovery	Metric tons	0.00	0.00	0.00	0.00	0.00
		Incineration without energy recovery	Metric tons	0.00	0.00	0.00	0.00	
		Landfilling	Metric tons	0.00	0.00	0.00	0.00	
		Other disposal operations	Metric tons	0.00	0.00	0.00	0.00	
		Non-hazardous waste directed to disposal off-site	Metric tons	ND	ND	726.65	954.34	NA
		Incineration with energy recovery	Metric tons	ND	ND	0.00	0.00	NA
		Incineration without energy recovery	Metric tons	ND	ND	0.00	0.00	
		Landfilling	Metric tons	ND	ND	726.65	954.34	
		Other disposal operations	Metric tons	ND	ND	0.00	0.00	

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET	
				2021	2022	2023	2024		
SOCIAL DIMENSION									
Employees	2-7	Total number of employees	FTEs	4,135	3,948	4,106	4,136	NA	
		Male	FTEs	2,417	2,303	2,418	2,449	NA	
			%	58.45	58.33	58.89	59.21		
		Female	FTEs	1,718	1,645	1,688	1,687		
			%	41.55	41.67	41.11	40.79		
		Bangkok Metropolitan Region	FTEs	3,921	3,588	3,896	3,925		
			%	94.82	90.88	94.89	94.90		
		The North	FTEs	24	14	15	13		
			%	0.58	0.35	0.37	0.31		
		The Central region	FTEs	76	59	68	69	NA	
			%	1.84	1.49	1.66	1.67		
		The North East	FTEs	58	36	64	67		
			%	1.40	0.91	1.56	1.62		
		The South	FTEs	12	5	16	18		
			%	0.29	0.13	0.39	0.44		
		The East	FTEs	22	18	25	25		
			%	0.53	0.46	0.61	0.60		
		The West	FTEs	22	15	22	19		
			%	0.53	0.38	0.54	0.46		
		Total number of employees - Classified by type of hiring	FTEs	4,135	3,948	4,106	4,136		NA
		Permanent employees	FTEs	4,130	3,944	4,103	4,127		NA
		Male	FTEs	2,413	2,300	2,416	2,446	NA	
			%	58.43	58.32	58.88	59.14		
		Female	FTEs	1,717	1,644	1,687	1,681		
			%	41.57	41.68	41.12	40.64		
		Bangkok Metropolitan Region	FTEs	3,916	3,584	3,893	3,917		
			%	94.82	90.87	94.88	94.71		
		The North	FTEs	24	14	15	13		
			%	0.58	0.35	0.37	0.31		
		The Central region	FTEs	76	59	68	69	NA	
			%	1.84	1.50	1.66	1.67		
		The North East	FTEs	58	36	64	67		
			%	1.40	0.91	1.56	1.62		
		The South	FTEs	12	5	16	18		
			%	0.29	0.13	0.39	0.44		
		The East	FTEs	22	18	25	24		
			%	0.53	0.46	0.61	0.58		
		The West	FTEs	22	15	22	19		
			%	0.53	0.38	0.54	0.46		
		Temporary employees	FTEs	5	4	3	8		NA
		Male	FTEs	4	3	2	2		NA
			%	80.00	75.00	66.67	25.00		
		Female	FTEs	1	1	1	6		
			%	20.00	25.00	33.33	75.00		
		Bangkok Metropolitan Region	FTEs	5	4	3	7		
			%	100.00	100.00	100.00	87.50		
		The North	FTEs	0	0	0	0		
			%	0.00	0.00	0.00	0.00		
		The Central region	FTEs	0	0	0	0	NA	
			%	0.00	0.00	0.00	0.00		
		The North East	FTEs	0	0	0	0		
			%	0.00	0.00	0.00	0.00		
		The South	FTEs	0	0	0	0		
			%	0.00	0.00	0.00	0.00		
		The East	FTEs	0	0	0	1		
			%	0.00	0.00	0.00	12.50		
		The West	FTEs	0	0	0	0		
			%	0.00	0.00	0.00	0.00		

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
SOCIAL DIMENSION								
		Non-guaranteed hours employees	FTEs	0	0	0	1	NA
		Male	FTEs	0	0	0	1	NA
			%	0.00	0.00	0.00	100.00	
		Female	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		Bangkok Metropolitan Region	FTEs	0	0	0	1	NA
			%	0.00	0.00	0.00	100.00	
		The North	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The Central region	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The North East	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The South	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The East	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The West	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		Total number of employees - Classified by working hours		4,135	3,948	4,106	4,136	NA
		Full-time employees	FTEs	4,135	3,948	4,106	4,128	NA
		Male	FTEs	2,417	2,303	2,418	2,446	NA
			%	58.45	58.33	58.89	59.25	
		Female	FTEs	1,718	1,645	1,688	1,682	
			%	41.55	41.67	41.11	40.75	
		Bangkok Metropolitan Region	FTEs	3,921	3,588	3,896	3,918	NA
			%	94.82	90.88	94.89	94.91	
		The North	FTEs	24	14	15	13	
			%	0.58	0.35	0.37	0.31	
		The Central region	FTEs	76	59	68	69	
			%	1.84	1.49	1.66	1.67	
		The North East	FTEs	58	36	64	67	
			%	1.40	0.91	1.56	1.62	
		The South	FTEs	12	5	16	18	
			%	0.29	0.13	0.39	0.44	
		The East	FTEs	22	18	25	24	
			%	0.53	0.46	0.61	0.58	
		The West	FTEs	22	15	22	19	
			%	0.53	0.38	0.54	0.46	
		Part-time employees	FTEs	0	0	0	1	NA
		Male	FTEs	0	0	0	0	NA
			%	0.00	0.00	0.00	0.00	
		Female	FTEs	0	0	0	1	
			%	0.00	0.00	0.00	100.00	
		Bangkok Metropolitan Region	FTEs	0	0	0	1	NA
			%	0.00	0.00	0.00	100.00	
		The North	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The Central region	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The North East	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The South	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The East	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		The West	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET		
				2021	2022	2023	2024			
SOCIAL DIMENSION										
	405-1	Total number of employees - Classified by employee positions		4,135	3,948	4,106	4,136	NA		
		Top management	FTEs	53	51	51	51	NA		
		Male	FTEs	35	34	33	34	NA		
			%	66.04	66.67	64.71	66.67			
		Female	FTEs	18	18	18	17	NA		
			%	33.96	35.29	35.29	33.33			
		Middle management	FTEs	106	110	110	102	NA		
		Male	FTEs	71	74	72	66	NA		
			%	66.98	67.27	65.45	64.71			
		Female	FTEs	35	36	38	36	NA		
			%	33.02	32.73	34.55	35.29			
		Junior management	FTEs	468	471	480	478	NA		
		Male	FTEs	260	267	269	264	NA		
			%	55.56	56.69	56.04	55.23			
		Female	FTEs	208	204	211	214	NA		
			%	44.44	43.31	43.96	44.77			
		All management	FTEs	627	632	641	631	NA		
		Male	FTEs	366	375	374	364	NA		
			%	58.37	59.34	58.35	57.69			
		Female	FTEs	261	257	267	267	NA		
			%	41.63	40.66	41.65	42.31			
		Staff/ Non-management	FTEs	3,508	3,316	3,465	3,505	NA		
		Male	FTEs	2,051	1,928	2,044	2,085	NA		
			%	58.47	58.14	58.99	59.49			
		Female	FTEs	1,457	1,388	1,421	1,420	NA		
			%	41.53	41.86	41.01	40.51			
		Management in revenue-generating functions	FTEs	505	488	489	483	NA		
		Male	FTEs	332	321	324	317	NA		
			%	65.74	65.78	66.26	65.63			
		Female	FTEs	173	167	165	166	NA		
			%	34.26	34.22	33.74	34.37			
		Science, Technology, Engineering & Mathematics: STEM	FTEs	763	679	837	861	NA		
		Male	FTEs	479	431	557	572	NA		
			%	62.78	63.48	66.55	66.43			
		Female	FTEs	284	248	280	289	NA		
			%	37.22	36.52	33.45	33.57			
			405-1	Total number of employees - Classified by age group	FTEs	4,135	3,948	4,106	4,136	NA
				Less than 30 years	FTEs	918	925	885	738	NA
					%	22.20	23.43	21.55	17.84	
				30-50 years	FTEs	2,924	2,753	2,905	3,026	NA
%	70.71				69.73	70.75	73.16			
Over 50 years	FTEs			293	270	316	372	NA		
	%			7.09	6.84	7.70	9.00			
Top management - Classified by age group	FTEs			53	51	51	51	NA		
Less than 30 years	FTEs			0	0	0	0	NA		
	%			0.00	0.00	0.00	0.00			
30-50 years	FTEs			21	24	25	23	NA		
	%			39.62	47.06	49.02	45.10			
Over 50 years	FTEs			32	27	26	28	NA		
	%			60.38	52.94	50.98	54.90			
Middle management - Classified by age group	FTEs			106	110	110	102	NA		
Less than 30 years	FTEs			0	0	0	0	NA		
	%			0.00	0.00	0.00	0.00			
30-50 years	FTEs			80	80	75	61	NA		
	%			75.47	72.73	68.18	59.80			
Over 50 years	FTEs			26	30	35	41	NA		
	%	24.53	27.27	31.82	40.20					

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
SOCIAL DIMENSION								
		Junior management - Classified by age group	FTEs	468	471	480	478	NA
		Less than 30 years	FTEs	3	3	2	3	NA
			%	0.64	0.64	0.42	0.63	
		30-50 years	FTEs	409	412	412	384	
			%	87.39	87.47	85.83	80.33	
		Over 50 years	FTEs	56	56	66	91	NA
			%	11.97	11.89	13.75	19.04	
		All management - Classified by age group	FTEs	627	632	641	631	NA
		Less than 30 years	FTEs	3	3	2	3	NA
			%	0.48	0.47	0.31	0.47	
		30-50 years	FTEs	510	516	512	468	
			%	81.34	81.65	79.88	74.17	
		Over 50 years	FTEs	114	113	127	160	NA
			%	18.18	17.88	19.81	25.36	
		Staff/Non-management - Classified by age group	FTEs	3,508	3,316	3,465	3,505	NA
		Less than 30 years	FTEs	915	922	883	735	NA
			%	26.08	27.80	25.48	20.97	
		30-50 years	FTEs	2,414	2,237	2,393	2,558	
			%	68.81	67.46	69.06	72.98	
		Over 50 years	FTEs	179	157	189	212	NA
			%	5.10	4.73	5.45	6.05	
	405-1	Total number of employees - Classified by nationality	FTEs	4,135	3,948	4,104	4,136	NA
		Thai	FTEs	4,133	3,946	4,102	4,128	NA
			%	99.95	99.95	99.95	99.80	
		Singaporean	FTEs	0	0	2	2	
			%	0.00	0.00	0.05	0.05	
		Japanese	FTEs	1	1	1	1	
			%	0.02	0.03	0.02	0.025	
		American	FTEs	1	1	1	1	
			%	0.02	0.03	0.02	0.025	
		China	FTEs	0	0	0	1	
			%	0.00	0.00	0.00	0.025	
		German	FTEs	0	0	0	1	
			%	0.00	0.00	0.00	0.025	
		England	FTEs	0	0	0	2	
			%	0.00	0.00	0.00	0.05	
		Other nationalities	FTEs	0	0	0	0	
			%	0.00	0.00	0.00	0.00	
		Top management - Classified by nationality	FTEs	53	51	51	51	NA
		Thai	FTEs	52	50	50	50	NA
	%	98.11	98.04	98.04	98.04			
Singaporean	FTEs	0	0	0	0			
	%	0.00	0.00	0.00	0.00			
Japanese	FTEs	0	0	0	0			
	%	0.00	0.00	0.00	0.00			
American	FTEs	1	1	1	1	NA		
	%	1.89	1.96	1.96	1.96			
Other nationalities	FTEs	0	0	0	0	NA		
	%	0.00	0.00	0.00	0.00			
Middle management - Classified by nationality	FTEs	106	110	110	102	NA		
Thai	FTEs	106	110	110	102	NA		
	%	100	100	100	100			
Singaporean	FTEs	0	0	0	0			
	%	0.00	0.00	0.00	0.00			
Japanese	FTEs	0	0	0	0			
	%	0.00	0.00	0.00	0.00			
American	FTEs	0	0	0	0			
	%	0.00	0.00	0.00	0.00			
Other nationalities	FTEs	0	0	0	0	NA		
	%	0.00	0.00	0.00	0.00			

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
SOCIAL DIMENSION								
		Junior management - Classified by nationality	FTEs	468	471	480	478	NA
		Thai	FTEs	468	471	480	478	NA
		%	100	100	100	100		
		Singaporean	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		Japanese	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		American	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		Other nationalities	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		All management positions - Classified by nationality	FTEs	627	632	641	631	NA
		Thai	FTEs	626	631	640	630	NA
		%	99.84	99.84	99.84	99.84		
		Singaporean	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		Japanese	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		American	FTEs	1	1	1	1	
		%	0.16	0.16	0.16	0.16		
		Other nationalities	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		Staff/Non-management - Classified by nationality	FTEs	3,508	3,316	3,465	3,505	NA
		Thai	FTEs	3,507	3,315	3,462	3,498	NA
		%	99.97	99.97	99.91	99.80		
		Singaporean	FTEs	0	0	0	2	
		%	0.00	0.00	0.00	0.06		
		Japanese	FTEs	1	1	1	1	
		%	0.03	0.03	0.03	0.028		
		American	FTEs	0	0	0	0	
		%	0.00	0.00	0.00	0.00		
		China	FTEs	0	0	0	1	
		%	0.00	0.00	0.00	0.028		
		German	FTEs	0	0	0	1	
		%	0.00	0.00	0.00	0.028		
		England	FTEs	0	0	0	2	
		%	0.00	0.00	0.00	0.06		
		Other nationalities	FTEs	0	0	2	0	
		%	0.00	0.00	0.06	0.00		
Gender Pay Ratio	405-2	Ratio of female to male employees						
		Executive level - base salary only	Ratio female to male	ND	ND	ND	ND	NA
		Executive level - base salary and other cash incentives	Ratio female to male	ND	ND	ND	ND	
		Management level - base salary only	Ratio female to male	1 : 1.29	1 : 1.22	1 : 1.29	1 : 1.44	
		Management level - base salary and other cash incentives	Ratio female to male	1 : 1.34	1 : 1.24	1 : 1.25	1 : 1.22	
		Non-management level -base salary only	Ratio female to male	1 : 1.17	1 : 1.57	1 : 1.30	1 : 1.42	
Contractors	2-8	Total number of contractors/non-employees whose work is controlled by the organization	FTEs	4,051	4,012	4,083	4,437	NA
Freedom of Association and Collective Bargaining Hiring	S&P Global	Percentage of employees represented by welfare committee in the workplace	%	100	100	100	100	NA
	401-1	Numbers and rate of new employee hires	FTEs	101	277	451	266	NA
		% of total employees	2.44	7.02	10.98	6.43	NA	
		Classified by gender						
		Male	FTEs	79	147	244	147	NA
		% of total employees	1.91	3.72	5.94	3.55		
		Female	FTEs	22	130	207	119	
	% of total employees	0.53	3.29	5.04	2.88			

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET	
				2021	2022	2023	2024		
SOCIAL DIMENSION									
		Classified by region						NA	
		Bangkok Metropolitan Region	FTEs	68	130	262	133		
			%	67.33	46.93	58.09	50.00		
		The North	FTEs	6	5	21	12		
			%	5.94	1.81	4.66	4.51		
		The Central region	FTEs	8	29	56	35		
			%	7.92	10.47	12.42	13.16		
		The North East	FTEs	13	27	63	46		
			%	12.87	9.75	13.97	17.29		
		The South	FTEs	1	10	24	22		
			%	0.99	3.61	5.32	8.27		
		The East	FTEs	2	12	11	8		
			%	1.98	4.33	2.44	3.01		
		The West	FTEs	3	5	14	10		
			%	2.97	1.81	3.10	3.76		
		Classified by age group							NA
		Less than 30 years	FTEs	80	226	339	201		
			% of total employees	1.93	5.72	8.26	4.86		
	30-50 years	FTEs	21	50	111	63			
		% of total employees	0.51	1.27	2.70	1.52			
	Over 50 years	FTEs	0	1	1	2			
		% of total employees	0.00	0.03	0.02	0.05			
	S&P Global	Numbers and rate of internal hires/open positions filled by internal candidates	FTEs	ND	ND	235	39	NA	
			%	ND	ND	5.72	0.94	NA	
			% of total employees	ND	ND	52.11	14.66	NA	
	Turnover	401-1	Numbers and rate of employee turnover	FTEs	263	417	316	247	NA
			% of total employees	6.36	10.56	7.70	5.97	NA	
Classified by gender								NA	
Male			FTEs	169	226	141	124		
			% of total employees	4.09	5.72	3.43	3.00		
Female			FTEs	94	191	175	123		
			% of total employees	2.27	4.84	4.26	2.97		
Classified by region									NA
Bangkok Metropolitan Region			FTEs	214	305	248	194		
			%	81.37	73.14	78.48	78.54		
The North			FTEs	6	5	16	7		
			%	2.28	1.20	5.06	2.83		
The Central region			FTEs	16	12	19	11		
			%	6.08	2.88	6.01	4.46		
The North East			FTEs	16	20	21	20		
			%	6.08	4.80	6.65	8.10		
The South			FTEs	3	9	6	11		
			%	1.14	2.16	1.90	4.46		
The East			FTEs	4	8	3	3		
			%	1.52	1.92	0.95	1.21		
The West			FTEs	4	9	3	1		
			%	1.52	2.16	0.95	0.40		
Classified by age group								NA	
Less than 30 years			FTEs	113	187	136	111		
			% of total employees	2.73	4.74	3.31	2.68		

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET	
				2021	2022	2023	2024		
SOCIAL DIMENSION									
		30-50 years	FTEs	132	207	153	116	NA	
		% of total employees	3.19	5.24	3.73	2.81			
		Over 50 years	FTEs	18	23	27	20		
		% of total employees	0.44	0.58	0.66	0.48			
		S&P Global	Numbers and rate of voluntary employee turnover	FTEs	237	381	276	202	NA
				%	90.11	91.37	87.34	81.78	NA
	% of total employees			5.73	9.65	6.72	4.88	NA	
	Parental Leave	401-3	Total number of employees entitled to parental leave	FTEs	1,718	1,555	1,580	1,687	NA
			Male	FTEs	0	0	0	0	NA
Female				1,718	1,555	1,580	1,687		
Total number of employees that took parental leave			FTEs	83	71	62	45	NA	
Male			FTEs	0	0	0	0	NA	
Female				83	71	62	45		
Total number of employees that returned to work after parental leave ended			FTEs	82	69	61	44	NA	
Male			FTEs	0	0	0	0	NA	
Female				82	69	61	44		
Total number of employees that are still working 12 months after parental leave ended			FTEs	75	61	57	41	NA	
Male			FTEs	0	0	0	0	NA	
Female				75	61	57	41		
Total number of employees that are still working 12 months after parental leave ended			FTEs	75	61	57	41	NA	
Male			FTEs	0	0	0	0	NA	
Female				75	61	57	41		
Return to work rate of employees that took parental leave			%	0	0	0	98	NA	
Male			%	0	0	0	0	NA	
Female				99	97	98	98		
Retention rate of employees that took parental leave		%	0	0	0	91	NA		
Male		%	0	0	0	0	NA		
Female			90	88	92	91			
S&P Global	Duration of parental leave offered to the majority of employees		14	14	14	14	NA		
	Mothers and primary caregivers	Weeks	14	14	14	14	NA		
	Fathers and non-primary caregivers	Weeks	0	0	0	0			
Training	S&P Global	Average hours of training and development for employees	Hours/FTE	42.74	42.93	42.85	41.40	NA	
		Classified by gender							
		Male	Hours/FTE	47.08	45.53	46.34	44.29	NA	
		Female		36.64	39.30	37.84	37.26		
		Classified by position level							
		Top management	Hours/FTE	6.73	18.08	9.11	8.55	NA	
		Middle management		21.59	15.71	19.43	38.27		
		Junior management		41.37	40.02	30.82	39.84		
		Officer/ Non-management		44.10	44.31	45.12	42.18		
		Average amount spent on training and development for employees	THB/FTE	ND	657.46	2,093.03	1,362.57	NA	
		Classified by gender							
		Male	THB/FTE	ND	563.15	1,805.72	1,362.57	NA	
		Female		ND	789.50	2,504.59	1,362.57		
		Classified by position level							
		Top management	THB/FTE	ND	7,898.65	7,266.62	6,818.18	NA	
		Middle management		ND	2,345.36	1,535.99	6,382.98		
		Junior management		ND	537.14	413.60	1,327.43		
		Officer/ Non-management		ND	265.96	1,157.67	1,185.56		
		Human Capital Return on Investment: HCROI	-	2.454	3.1826	3.489	3.63	NA	
		Employee Engagement	S&P Global	Employee engagement					
				Percentage of actively engaged employees from total employees	%	94.49	86.27	92.96	93.70
Customer Safety	-	Fatalities for passengers	Cases	0	0	0	0	0	
		High-consequence injuries for passengers	Cases	0	0	0	0	0	
			Cases/1 million passengers	0	0	0	0	<0.01	

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
SOCIAL DIMENSION								
Occupational Health and Safety	403-8	Occupational health and safety management system						
		Employees covered by the company's OHS management system	%	100	100	100	100	100
		Internal audit of the employees covered by the company's OHS management system	%	100	100	100	100	100
		Third-party audit of the employees covered by the company's OHS management system	%	100	100	100	100	100
		Contractors covered by the company's OHS management system	%	100	100	100	100	100
		Internal audit of the employees covered by the company's OHS management system	%	100	100	100	100	100
		Third-party audit of the employees covered by the company's OHS management system	%	100	100	100	100	100
		403-9	Total hours worked					
	Employees		Hours worked	7,566,411.00	7,420,794.00	7,528,845.00	8,114,284.00	NA
	Contractors		Hours worked	7,025,250.80	6,816,899.30	6,898,989.00	7,270,699.00	NA
	Work-related fatalities							
	Employees		Cases	0	0	0	0	0
			Cases/1 million hours worked	0	0	0	0	0
	Contractors		Cases	0	0	0	1	0
			Cases/1 million hours worked	0	0	0	0.14	0
	High-consequence work-related injuries							
	Note: Workers cannot fully recover within 6 months.							
	Employees		Cases	0	1	0	0	0
			Cases/1 million hours worked	0	0.13	0	0	0
	Contractors		Cases	0	0	0	0	0
			Cases/1 million hours worked	0	0	0	0	0
	Recordable work-related injuries							
	Employees		Cases	22	5	4	5	0
			Cases/1 million hours worked	2.91	0.67	0.53	0.62	0
	Contractors		Cases	6	9	8	7	0
			Cases/1 million hours worked	0.85	1.32	1.16	0.96	0
	Loss-time injury frequency rate: LTIFR							
Employees	Cases	8	2	2	5	0		
	Cases/1 million hours worked	1.06	0.27	0.27	0.62	0		
Contractors	Cases	0	1	1	7	0		
	Cases/1 million hours worked	0.00	0.15	0.14	0.96	0		
403-10	Work-related ill health fatalities							
	Employees	ราย	0	0	0	0	0	
	Contractors	ราย	0	0	0	0	0	
	Recordable work-related ill health							
	Employees	ราย	1	0	0	0	0	
	Contractors	ราย	0	0	1	0	0	
SASB	Total recordable incident rate: TRIR							
	Employees	Cases	26	8	21	13	0	
		Cases/1 million hours worked	3.44	1.08	2.79	1.60	0	
	Contractors	Cases	29	19	17	29	0	
		Cases/1 million hours worked	4.13	2.79	2.46	3.99	0	

	GRI	INDICATORS	UNIT	PERFORMANCE				2024 TARGET
				2021	2022	2023	2024	
SOCIAL DIMENSION								
		Near miss frequency rate: NMFR						
		Employees	Cases	14	5	18	9	0
			Cases/1 million hours worked	1.85	0.67	2.39	1.11	0
		Contractors	Cases	20	13	11	29	0
			Cases/1 million hours worked	2.85	1.91	1.59	3.99	0
	-	Data coverage						
	Employees	%	100	100	100	100	100	
	Contractors	%	100	100	100	100	100	

Remark : GRI = Global Reporting Initiative
SASB = Sustainability Accounting Standards Board
S&P Global = Global credit rating agency

NA = Not available
ND = No data available
0 = Data collected shows zero or targets set zero
GHG = Greenhouse Gases
TDS = Total dissolved solids

For Corporate Governance and Economic Dimension
Year 2021-2024: Data from Expressway business, Rail business, and Commercial Development business; except (1) for Supply Chain Management, data from Expressway business and Rail business in 2021-2024, and (2) for Customer Relationship Management, data from Rail business in 2021-2022

For Environment Dimension
Year 2021-2022: Data from Expressway business and Rail business
Year 2023-2024: Data from Expressway business, Rail business, and Commercial Development business

For Social Dimension
Year 2021: Data from Expressway business and Rail business
Year 2022: Data from Expressway business, Rail business, and Commercial Development business (except classified by region)
Year 2023-2024: Data from Expressway business, Rail business, and Commercial Development business

FTEs = Number of Full Time Employees