

Economic Performance						
GRI Standard	Data	Unit	2021	2022	2023	2024
201-1 (2016)	Direct economic value generated and distributed					
	Revenues	Million Baht	255,115	324,800	319,047	314,833
	Operating costs	Million Baht	228,989	314,892	315,499	313,372
	Operating profit (loss)	Million Baht	17,914	-3,912	-1,861	-5,175
	Employee wages and benefits	Million Baht	9,285	8,417	8,003	8,394
	Payments to providers of capital	Million Baht	4,600	3,760	2,077	2,510
	Payments to government	Million Baht	19,778	5,705	19,230	32,477
	Dividend payments for the performance of the year	Million Baht	2,857	3,674	612	612
	Community investments	Million Baht	254	64	114	121
	Economic value retained	Million Baht	-10,648	-11,712	-26,487	-42,532
201-4 (2016)	Financial assistance received from government					
	Tax Incentive	Million Baht	889	0	0	0
-	Environmental investment					
	Environmental investment	Million Baht	537	595	1,143	822
	Capital investments	Million Baht			502	168
	Operating expenses	Million Baht	537	595	641	653
	Waste disposal, emission treatment, and remediation costs	Million Baht	502	565	611	628
	Prevention and environmental management costs	Million Baht	35	31	29	26
-	Production					
	Annual Production Volume	Tonnes	11,997,252	11,070,332	11,410,186	11,942,870

Procurement Practice						
GRI Standard	Data	Unit	2021	2022	2023	2024
204-1 (2016)	Proportion of spending on local suppliers					
	Total spending	Million Baht	205,834	266,678	241,013	240,096
	Raw material: Crude oil spending	Million Baht	156,198	222,486	189,482	204,323

Raw material: Other feedstock spending	Million Baht	24,831	30,178	39,468	25,931
Services spending	Million Baht	17,927	5,912	7,207	4,391
Product: Chemical and packaging spending	Million Baht	4,814	5,184	3,327	4,332
Product: Spare parts and equipment spending	Million Baht	2,064	2,918	1,529	1,119
Spending on purchasing of products and services from suppliers and contractors in Rayong province	Million Baht	2,856	3,052	3,001	1,874
Proportion of spending on local suppliers in Rayong province	%	11.51	21.78	24.88	19.04
Spending on purchasing of products and services from suppliers and contractors in Thailand	Million Baht	13,569	10,688	8,865	7,606
Proportion of spending on local suppliers in Thailand	%	54.70	76.27	73.49	77.28

Corporate Governance						
GRI Standard	Data	Unit	2021	2022	2023	2024
2-9 (2021)	Governance structure and composition					
	Total number of board members	Person	14	15	15	14
	Number of executive director	Person	1	1	1	1
	Number of non-executive directors (excl. independent directors)	Person	5	6	7	7
	Number of independent directors	Person	8	8	7	6
	Average board meeting attendance	% of meetings of board of directors/supervisory board	99.47	99.40	100.00	100.00
	Number of non-executive/independent directors with 4 or less other mandates	Person	13	14	14	14
	Average tenure of board members in years	Year	3	3	3	2
2-21 (2021)	Annual total compensation ratio					
	Median annual compensation of all employees, except the CEO	Baht	1,156,338	1,585,298	1,242,282	1,174,684
	Mean annual compensation of all employees, except the CEO	Baht	1,273,372	1,882,039	1,343,906	1,081,765
	Ratio of the median employee compensation and the total annual compensation of the CEO	Ratio	14.21	12.51	10.72	9.72
	Ratio of the mean employee compensation and the total annual compensation of the CEO	Ratio	12.90	10.53	9.91	10.56
	Total compensation of CEO	Baht	16,427,919	19,826,122	13,312,803	11,420,120
	Salary of CEO	Baht	7,320,180	11,287,321	8,941,920	9,272,550
	Bonus of CEO	Baht	8,009,712	7,288,831	3,029,595	756,688
	Provident Fund of CEO	Baht	1,098,027	1,249,970	1,341,288	1,390,882
	Total compensation of Executive Level exclude CEO (Level 17-18)	Baht	39,495,619	40,777,623	39,163,720	36,831,311

Salary of Executive Level	Baht	24,345,550	24,824,996	27,885,564	26,817,504
Bonus of Executive Level	Baht	12,508,771	13,374,076	7,475,442	5,991,181
Provident Fund of Executive Level	Baht	2,641,298	2,578,551	3,802,714	4,022,626
Total compensation of Management Level (Level 9-16)	Baht	2,399,552,116	2,326,331,537	2,066,175,968	1,878,167,272
Salary of Management Level	Baht	1,599,789,483	2,044,049,390	1,467,975,118	1,373,591,842
Bonus of Management Level	Baht	642,970,713	122,528,676	434,285,352	331,735,720
Provident Fund of Management Level	Baht	156,791,920	159,753,471	163,915,498	172,839,710
Total compensation of Non-Management Level (Level 2-8)	Baht	4,896,769,157	4,452,690,456	3,930,140,292	3,334,665,839
Salary of Non-Management Level	Baht	3,338,490,599	3,860,291,945	2,812,579,665	2,498,933,297
Bonus of Non-Management Level	Baht	1,301,652,229	349,878,379	880,069,712	600,339,041
Provident Fund of Non-Management Level	Baht	256,626,329	242,520,132	237,490,915	235,393,501

Compliance									
GRI Standard	Data	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
205-2 (2016)	Communication and training about anti-corruption policies and procedures								
	Total number and percentage of governance body members that the organization's anti corruption policies and procedures have been communicated to	14	100	15	100	15	100	14	100.00
	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	4,526	100	4,449	100	4,378	100	4,157	100.00
	Total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to	103	18	264	39	34	9	695	99.50
	Total number and percentage of governance body members that have received training on anti-corruption	14	100	15	100	15	100	14	100.00

	Total number and percentage of employees that have received training on anti corruption	446	76	357	53	343	91	319	47.00
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Compliance 2						
GRI Standard	Data	Unit	2021	2022	2023	2024
-	Reporting on breaches					
	Total number of code of conduct breaches reporting	Case	26	9	12	23
	Total number of case ongoing investigation in the reporting year	Case	26	9	12	5
	Total number of confirmed cases of code of conduct breaches	Case	26	9	12	23
	Anti-competitive behavior/Anti-trust	Case	7	1	2	1
	Corruption or bribery	Case	0	1	0	1
	Money laundering or insider trading	Case	0	0	0	0
	Conflict of interest	Case	0	1	1	1
	Corporate compliance	Case	0	0	0	8
	Privacy	Case	0	0	0	0
	Discrimination	Case	0	3	1	5
	Sexual harassment	Case	0	0	0	1
	Non-sexual harassment	Case	18	2	8	6
	Embezzlement	Case	1	1	0	0
	Total number of action taken against the substantiated cases	Case	1	1	0	1
	Verbal warning	Case	0	0	0	0
	Written warning	Case	0	0	0	1
	Dismissal	Case	1	1	0	0
	Others	Case	0	0	0	0

Supply Chain :						
GRI Standard	Data	Unit	2021	2022	2023	2024

<b>102-9 (2016)</b>	<b>Type of suppliers</b>					
	Total tier-1 suppliers	Number	1,789	1,844	1,814	1,816
	Significant tier 1 suppliers	Number	65	63	57	5
	Significant non-tier 1 suppliers	Number	0	0	0	249
	Total tier-1 suppliers undergone preliminary ESG risk assessment	%	100	100	100	100
	Significant non-tier 1 suppliers undergone preliminary ESG risk assessment	%	100	100	0	100
	Number of suppliers with SCOC signed	Number	156	156	156	121
<b>102-9 (2016)</b>	<b>Supplier Risk</b>					
	Tier 1 suppliers with high sustainability risk	Number	13	13	13	0
	Percentage of Tier 1 suppliers with high sustainability risk	%	4	3	2	0
	Significant non-tier 1 suppliers with high sustainability risk	Number	0	0	0	15
	Percentage of Significant non-tier 1 suppliers with high sustainability risk	%	0	0	0	3
<b>102-9 (2016)</b>	<b>In-depth supplier risks assessment</b>					
	Percentage of total tier 1 suppliers with high sustainability risk undergone in-depth risk assessment annually	%	100	100	100	100
	Percentage of significant tier 1 and significant non-tier 1 undergone in-depth risk assessment annually	%	0	0	0	100
	Percentage of supplier audited with corrective action plan	%	100	100	100	100
	Number of suppliers with ESG training	Number	6	8	15	91
<b>308-1 (2016)</b>	<b>Supplier Environmental Assessment</b>					
	Percentage of new suppliers that were screened using environmental criteria	%	100	100	100	100
<b>414-1 (2016)</b>	<b>Supplier Social Assessment</b>					

	Percentage of new suppliers that were screened using social criteria (labor practices, human right, impacts on society)	%	100	100	100	100
-	<b>Supplier satisfaction</b>					
	Supplier satisfaction	%	93	94	95	93
	Data coverage	% of key suppliers	100	100	100	100
	Supplier satisfaction target at fiscal year	%	85	90	90	90

Customer Relationship Management :						
GRI Standard	Data	Unit	2021	2022	2023	2024
-	<b>Customer satisfaction</b>					
	Customer satisfaction	%	94	91	94	93
	Data coverage	% of clients	100	100	100	100
	Customer satisfaction target at fiscal year	%	90	90	90	90

Local Communities						
GRI Standard	Data	Unit	2021	2022	2023	2024
413-1 (2016)	<b>Operations with local community engagement, impact assessments, and development programs</b>					
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	%	100.00	100.00	100.00	100.00
	Community satisfaction	%	98.63	99.13	81.55	80.90
	Community satisfaction target at fiscal year	%	93.00	95.00	78.00	80.00
	Coverage of publicity available social data	% of business operations	100.00	100.00	100.00	100.00

Creating Social Value						
GRI Standard	Data	Unit	2021	2022	2023	2024
-	<b>Philanthropic Contributions</b>					
	Employee volunteering time during paid working hours	Hour, Baht	18,580	5,200	5,236	4,708
	Product or service donation or project partnership or similars	Baht	0	0	0	0
	Management overhead	Baht	50,375,329	46,904,615	45,380,889	26,252,086
-	<b>Positive impact creation</b>					
	Number of prosthetics legs produced and delivered	Legs	3,619	3,323	3,617	0
	Number of monetary value created from collaboration project	Baht				0
	Number of people accessed public health service, mobile medical unit and “Pannamjai” clinic	Person, Baht	4,000	2,500	2,790	3,037
	Number of people accessed the opportunities for education and skill development (including scholarship, elderly skill training, disabilities skill training)	Person, Baht	408	645	786	50,034

Public Policy									
GRI Standard	Data	2021		2022		2023		2024	
		Baht	%	Baht	%	Baht	%	Baht	%
415-1 (2016)	<b>Contribution and other spending</b>								
	Data coverage		100.00		100.00		100.00		100.00
	Total contribution	14,731,562		14,386,297		13,697,650		14,324,340	

Lobbying, interest representation or similar	0	0.00	0	0.00	0	0.00	0	0.00
Local, regional or national political campaigns / organizations / candidates	0	0.00	0	0.00	0	0.00	0	0.00
Trade associations or tax - exempt groups (e.g. think tanks)	14,731,562	100.00	14,386,297	100.00	13,697,650	100.00	14,324,340	100.00
Other (e.g. spending related to ballot measures or referendums)	0	0.00	0	0.00	0	0.00	0	0.00

Material Consumption :						
GRI Standard	Data	Unit	2021	2022	2023	2024
301-1 (2016)	Materials used by weight or volume					
	Total material used	Barrel	94,593,882	85,314,370	90,556,417	97,136,236
	Non-renewable material	Barrel	93,845,216	84,395,641	89,833,843	96,576,710
	Renewable material	Barrel	748,666	918,729	722,574	559,526

Energy Consumption :						
GRI Standard	Data	Unit	2021	2022	2023	2024
302-1 (2016)	Energy consumption within the organization					
	Total energy consumption within the organization	MWh	16,935,077	16,938,755	13,794,662	13,122,952
	Total non-renewable energy consumption	MWh	16,915,595	16,919,273	13,776,233	13,094,358
	Total direct non-renewable energy consumption	MWh	15,668,941	15,672,618	12,985,638	12,824,334
	Fuel Oil	MWh	677,466	677,466	338,636	387,246
	Natural Gas	MWh	5,560,858	5,560,858	5,572,694	4,971,098
	LPG	MWh	244,570	244,570	235,660	238,001
	Diesel	MWh	10,297	13,206	10,977	14,870
	Gasoline	MWh	986	1,755	1,692	1,875
	Fuel Gas	MWh	4,962,841	4,962,841	3,677,411	4,224,541
	Coke	MWh	1,736,543	1,736,543	1,633,216	1,635,440
	H2	MWh	218	218	26,761	41,515
	H2S	MWh				
	Purge Gas	MWh	369,594	369,594	195,037	228,445
	Recycle monomer	MWh	9,284	9,284	7,765	7,368
	Coal	MWh	2,096,283	2,096,283	1,285,789	1,073,935
	Total indirect non-renewable energy consumption (purchased for consumption)	MWh	1,313,974	1,313,974	1,469,648	1,696,154
	Electricity consumption	MWh	422,377	422,377	622,920	903,453
	Heating consumption	MWh	0	0	0	0
	Cooling consumption	MWh	0	0	0	0
	Steam consumption	MWh	891,597	891,597	846,728	792,701
	Total non-renewable energy sold	MWh	67,319	67,319	679,052	1,426,130
	Electricity sold	MWh	67,319	67,319	34,423	703,182
	Steam sold	MWh	0	0	644,630	722,947
	Heating sold	MWh	0	0	0	0
	Cooling sold	MWh	0	0	0	0

	Total renewable energy purchased or generated (wind, solar, biomass, hydroelectric, geothermal, etc.)	MWh	19,482	19,482	18,429	28,594
	Total cost of energy consumption	Million Baht	4	18	20	21
	Percentage of data coverage	% of production volume	100	100	100	100
	Total non-renewable energy consumption target at fiscal year	MWh	-	-	-	16,893,815

<b>302-2 (2016)</b>	<b>Energy consumption outside of the organization</b>					
	Total energy consumption outside of the organization	MWh	0	0	0	0
<b>302-3 (2016)</b>	<b>Energy intensity</b>					
	Total energy intensity	MWh / Tonnes of production	1.54	1.42	1.55	1.44
<b>302-4 (2016)</b>	<b>Reduction of energy consumption</b>					
	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	MWh	139,114	50,286	268,084	210,365

Water Effluent :						
GRI Standard	Data	Unit	2021	2022	2023	2024
<b>303-3 (2018)</b>	<b>Water withdrawal</b>					
	Total water withdrawal from all areas	Megaliters	43,945.13	34,010.68	34,314.15	40,484.89
	Fresh water (≤1,000 mg/L Total Dissolved Solids)	Megaliters	30,835.38	28,089.07	25,586.81	28,871.31
	Surface water	Megaliters	30,834.09	28,087.79	25,584.90	28,868.16
	Groundwater	Megaliters	1.29	1.28	1.91	3.15
	Seawater	Megaliters	0.00	0.00	0.00	0.00
	Produced water	Megaliters	0.00	0.00	0.00	0.00
	Third-party water	Megaliters	0.00	0.00	0.00	0.00
	Other water (>1,000 mg/L Total Dissolved Solids)	Megaliters	13,109.75	5,921.61	8,727.34	11,613.59
	Surface water	Megaliters	0.00	0.00	0.00	0.00
	Groundwater	Megaliters	0.00	0.00	0.00	0.00

Seawater	Megaliters	13,109.75	5,921.61	8,727.34	11,613.59
Produced water	Megaliters	0.00	0.00	0.00	0.00
Third-party water	Megaliters	0.00	0.00	0.00	0.00
Total water withdrawal from all areas with water stress	Megaliters	0.00	0.00	0.00	0.00
Fresh water ( $\leq 1,000$ mg/L Total Dissolved Solids)	Megaliters	0.00	0.00	0.00	0.00
Surface water	Megaliters	0.00	0.00	0.00	0.00
Groundwater	Megaliters	0.00	0.00	0.00	0.00
Seawater	Megaliters	0.00	0.00	0.00	0.00
Produced water	Megaliters	0.00	0.00	0.00	0.00
Third-party water	Megaliters	0.00	0.00	0.00	0.00
Other water ( $> 1,000$ mg/L Total Dissolved Solids)	Megaliters	0.00	0.00	0.00	0.00
Surface water	Megaliters	0.00	0.00	0.00	0.00
Groundwater	Megaliters	0.00	0.00	0.00	0.00
Seawater	Megaliters	0.00	0.00	0.00	0.00
Produced water	Megaliters	0.00	0.00	0.00	0.00
Third-party water	Megaliters	0.00	0.00	0.00	0.00
Water reused	Megaliters	0.00	0.00	0.00	0.00
Water recycled	Megaliters	0.00	0.00	0.00	0.00

Remark : Water consumption from utilities, (1,310 megalitres) representing 8.2% of the total discharge, was excluded from the scope of external assurance.

**303-4 (2018)**

Water discharge					
Total water discharge to all areas	Megaliters	25,664.36	18,328.70	21,234.44	24,504.17
Fresh water ( $\leq 1,000$ mg/L Total Dissolved Solids)	Megaliters	9,970.24	10,219.28	10,511.43	10,141.12
Surface water	Megaliters	1,710.35	1,767.99	1,876.21	1,648.24
Groundwater	Megaliters	0.00	0.00	0.00	0.00
Seawater	Megaliters	0.00	0.00	0.00	851.27
Third-party water	Megaliters	8,259.89	8,451.29	8,635.22	7,641.61
Other water ( $> 1,000$ mg/L Total Dissolved Solids)	Megaliters	15,694.12	8,109.41	10,723.01	14,363.05
Surface water	Megaliters	2,584.37	2,187.80	1,995.67	492.62
Groundwater	Megaliters	0.00	0.00	0.00	0.00
Seawater	Megaliters	13,109.75	5,921.61	8,727.34	13,870.43
Third-party water	Megaliters	0.00	0.00	0.00	0.00
Total water discharge to all areas with water stress	Megaliters	0.00	0.00	0.00	0.00

Fresh water ( $\leq 1,000$ mg/L Total Dissolved Solids)	Megaliters	0.00	0.00	0.00	0.00
Other water ( $> 1,000$ mg/L Total Dissolved Solids)	Megaliters	0.00	0.00	0.00	0.00

Remark : According to GRI 303-4, Water discharge (2018) from UT (all locations) for 1,310.75 megaliter (5.35%) is excluded from assurance.

303-5 (2018)	Water consumption					
	Total water consumption from all areas	Megaliters	20,952.00	18,667.00	18,528.00	15,980.73
	Total water consumption from all areas with water stress	Megaliters	0.00	0.00	0.00	0.00
	Total net fresh water consumption	Megaliters	17,726.00	22,167.00	16,859.00	
	Withdrawal: Total municipal water supplies (or from other water utilities)	Megaliters	0.00	0.00	0.00	
	Withdrawal: Fresh surface water	Megaliters	30,834.09	28,087.79	25,584.90	
	Withdrawal: Fresh ground water	Megaliters	1.29	1.28	1.91	
	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted	Megaliters	13,109.75	5,921.61	8,727.34	
	Percentage of data coverage	%	100.00	100.00	100.00	
	Target of total net fresh water consumption at fiscal year	Megaliters	-	-	17.78	
	Target of total net fresh water consumption in water-stressed areas at fiscal year	Megaliters	-	-	0.00	

Emission :						
GRI Standard	Data	Unit	2021	2022	2023	2024
305-1 (2016)	Direct (Scope 1) GHG emissions					
	Total direct GHGs emission (scope 1)	Million tCO <sub>2</sub> e	3.84	3.84	3.13	3.29
	CO <sub>2</sub>	tCO <sub>2</sub> e	3,832,419.88	3,832,419.88	3,126,031.47	3,278,449.22
	CH <sub>4</sub>	tCO <sub>2</sub> e	3,318.83	3,318.83	2,904.89	2,982.47
	N <sub>2</sub> O	tCO <sub>2</sub> e	4,565.26	4,565.26	3,045.71	2,134.47
	HFC	tCO <sub>2</sub> e	0.00	0.00	0.00	4,529.17
	SF <sub>6</sub>	tCO <sub>2</sub> e	0.00	0.00	0.00	18.80
	Biogenic CO <sub>2</sub>	tCO <sub>2</sub> e	0.00	0.00	0.00	302.98
	Percentage of data coverage	% of production volume	100	100	100	100
	Target of total direct GHGs emission (scope 1) at fiscal year	Million tCO <sub>2</sub> e	-	-	-	-

<b>305-2 (2016)</b>	<b>Energy indirect (Scope 2) GHG emissions</b>					
	Total indirect GHGs emission from energy purchased and consumes (scope 2)	Million tCO2e	0.40	0.40	0.48	0.48
	Market-based energy indirect (scope 2) GHG emission	Million tCO2e	0.40	0.40	0.48	0.48
	Market-based energy indirect (scope 2) GHG emission target at fiscal year	Million tCO2e	-	-	-	-
	Location-based energy indirect (scope 2) GHG emission	Million tCO2e	0.35	0.35	0.42	0.51
	Location-based energy indirect (scope 2) GHG emission target at fiscal year	Million tCO2e	-	-	-	-
	Percentage of data coverage	% of production volume	100	100	100	100
	Target of indirect GHGs emission from energy purchased and consumes (scope 2) at fiscal year	Million tCO2e	-	-	-	-
<b>305-3 (2016)</b>	<b>Other indirect (Scope 3) GHG emissions</b>					
	Total other indirect (Scope 3) GHG emissions	Million tCO2e	10.69	12.54	11.56	10.94
	Use of sold products	Million tCO2e	10.67	12.51	11.54	10.92
	Other*	Million tCO2e	0.02*	0.03*	0.02*	0.02*
	Target of other indirect (Scope 3) GHG emissions at fiscal year	Million tCO2e	-	-	-	-
	Total biogenic CO2 emission (scope 3)	Million tCO2e	0.00	0.00	0.00	0.00
<b>305-4 (2016)</b>	<b>GHG emissions intensity</b>					
	GHG emissions intensity (scope 1 & 2)	tCO2e/Tonnes of production	0.35	0.38	0.32	0.31
<b>305-5 (2016)</b>	<b>Reduction of GHG emissions</b>					
	Total annual GHG emissions reduction	Million tCO2e	-	-	-	0.15
	Target of annual GHG emissions reduction at fiscal year	Million tCO2e	-	-	-	0.13
<b>305-7 (2016)</b>	<b>NOx, SOx, and other significant air emissions</b>					
	Total Nitrogen oxides (NOx)	Tonnes	1,465.93	977.97	1,285.48	1,159.40
	Percentage of data coverage	%	100	100	100	100
	NOx target at fiscal year	Tonnes	1,564.00	1,564.00	1,830.00	1,786.00
	NOx Intensity	Tonnes/Thousand Tonnes of production	0.12	0.09	0.11	0.10
	Total Sulfur oxides (SOx)	Tonnes	1,016.15	1,328.76	1,297.01	1,363.77
	Percentage of data coverage	%	100	100	100	100

SOx target at fiscal year	Tonnes	1,718.00	1,718.00	2,270.00	2,217.00
SOx Intensity	Tonnes/Thousand Tonnes of production	0.08	0.12	0.11	0.11
Total Suspended Particulate (TSP)	Tonnes	290.77	210.04	286.69	326.50
TSP Intensity	Tonnes/Thousand Tonnes of production	0.02	0.02	0.03	0.03
Total Volatile organic compounds (VOC)	Tonnes	1,696.25	1,862.04	1,768.71	1,432.37
VOCs Intensity	Tonnes/Thousand Tonnes of production	0.14	0.17	0.16	0.12

Remark : \* Other scopes include employee air travel, upstream and downstream transportation and distribution, and waste generated in operations. Waste generated in operations is calculated using international standards and waste disposal factors from EPA 2020.

Waste						
GRI Standard	Data	Unit	2021	2022	2023	2024
<b>306-3 (2020)</b>	<b>Routine waste generated</b>					
	Total waste generated	Tonnes	59,939.25	46,816.24	32,950.01	38,638.64
	Total hazardous waste generated	Tonnes	9,588.84	18,809.66	12,038.25	7,227.64
	Data coverage	%	100.00	100.00	100.00	100.00
	Target of hazardous waste disposal at fiscal year	Tonnes	-	-	-	-
	Total non-hazardous waste generated	Tonnes	50,350.41	28,006.58	20,911.76	31,411.00
	Data coverage	%	100.00	100.00	100.00	100.00
	Target of non-hazardous waste disposal at fiscal year	Tonnes	-	-	-	-
<b>306-3 (2020)</b>	<b>Non-routine waste generated</b>					
	Total waste generated	Tonnes	22.23	0.00	0.00	0.00
	Total hazardous waste generated	Tonnes	22.23	0.00	0.00	0.00
	Total non-hazardous waste generated	Tonnes	0.00	0.00	0.00	0.00
<b>306-3 (2016)</b>	<b>Significant spills</b>					
	Oil and chemical spills	Case	0.00	0.00	0.00	0.00
	Oil and chemical spills	M3	0.00	0.00	0.00	0.00
<b>306-4 (2020)</b>	<b>Routine waste diverted from disposal</b>					
	Total weight of waste diverted from disposal in	Tonnes	49,307.00	36,598.91	26,229.75	30,969.32
	Total Hazardous Waste diverted from disposal	Tonnes	7,478.00	11,150.31	7,697.67	1,831.51
	Preparation for reuse	Tonnes	5.18	5.77	5.53	133.03
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	5.18	5.77	5.53	133.03

	Recycling	Tonnes	770.56	2,027.07	2,262.44	1,176.40
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	114.17	143.02	62.80	1,176.40
	Other recovery operations	Tonnes	6,702.26	9,117.47	5,429.70	522.08
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	72.38	60.43	24.27	522.08
	Total Non-Hazardous waste diverted from disposal	Tonnes	41,829.00	25,448.60	18,532.08	29,137.81
	Preparation for reuse	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Recycling	Tonnes	40,218.30	22,650.78	18,008.92	29,137.81
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	2,748.13	1,938.27	874.22	29,137.81
	Other recovery operations	Tonnes	1,610.70	2,797.82	523.16	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
<b>306-4 (2020)</b>	<b>Non-routine waste diverted from disposal</b>					
	Total weight of waste diverted from disposal in	Tonnes	22.23	0.00	0.00	0.00
	Total Hazardous Waste diverted from disposal	Tonnes	22.23	0.00	0.00	0.00
	Preparation for reuse	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Recycling	Tonnes	22.23	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	22.23	0.00	0.00	0.00
	Other recovery operations	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Total Non-Hazardous waste diverted from disposal	Tonnes	0.00	0.00	0.00	0.00
	Preparation for reuse	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Recycling	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Other recovery operations	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00

<b>306-5(2020)</b>	<b>Routine waste directed to disposal</b>					
	Total weight of waste directed to disposal	Tonnes	10,632.25	10,217.33	6,720.26	7,669.32
	Total hazardous waste directed to disposal	Tonnes	2,110.84	7,659.35	4,340.58	5,396.13
	Incineration (with energy recovery)	Tonnes	490.92	2,053.44	876.23	431.19
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	418.38	341.98	508.08	431.19
	Incineration (without energy recovery)	Tonnes	1,619.92	3,395.28	2,217.83	221.79
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	67.03	90.88	51.73	221.79
	Landfilling	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Other disposal operations	Tonnes	0.00	2,210.63	1,246.52	4,743.15
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	2,210.63	1,246.52	4,743.15
	Total non-hazardous waste directed to disposal	Tonnes	8,521.41	2,557.98	2,379.68	2,273.19
	Incineration (with energy recovery)	Tonnes	1,850.15	1,776.30	1,699.28	932.94
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	58.54	1,776.30	1,699.28	932.94
	Incineration (without energy recovery)	Tonnes	0.00	0.28	0.00	8.43
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.28	0.00	8.43
	Landfilling	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Other disposal operations	Tonnes	5,998.00	0.00	0.00	770.34
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	5,998.00	0.00	0.00	770.34
	Municipal waste	Tonnes	673.26	781.40	680.40	561.48
<b>306-5 (2020)</b>	<b>Non-routine waste directed to disposal</b>					
	Total weight of waste directed to disposal	Tonnes	0.00	0.00	0.00	0.00
	Total hazardous waste directed to disposal	Tonnes	0.00	0.00	0.00	0.00
	Incineration (with energy recovery)	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Incineration (without energy recovery)	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Landfilling	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00

	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Other disposal operations	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes				
	Total non-hazardous waste directed to disposal	Tonnes	0.00	0.00	0.00	0.00
	Incineration (with energy recovery)	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Incineration (without energy recovery)	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Landfilling	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Other disposal operations	Tonnes	0.00	0.00	0.00	0.00
	Onsite	Tonnes	0.00	0.00	0.00	0.00
	Offsite	Tonnes	0.00	0.00	0.00	0.00
	Municipal waste	Tonnes	0.00	0.00	0.00	0.00
<b>G4-OG6</b>	<b>Flared and vented hydrocarbon</b>					
	Volume of flared and vented hydrocarbon	Million M3	32.83	42.65	30.93	27.75

Environmental Compliance						
GRI Standard	Data	Unit	2021	2022	2023	2024
-	<b>Environmental compliance</b>					
	Number of violations of legal obligations/regulations	Case	0	0	0	0
	Amount of fines/penalties related to the above	Baht	0	0	0	0
	Environmental liability accrued at year end	Case	0	0	0	0
	Total actual and opportunity costs (e.g. forgone income) from water-related incidents	Baht	0	0	0	0
-	<b>Environmental reporting</b>					
	Coverage of publicly available environmental data	% of production	100	100	100	100

People : #1														
GRI Standard	Data	Unit	2021			2022			2023			2024		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
-	Employee													
	Total worker	Person	3,875	658	4,533	3,817	639	4,456	3,753	633	4,386	3,556	601	4,157
	Total employees	Person	3,868	658	4,526	3,810	639	4,449	3,745	633	4,378	3,556	601	4,157
	Total contractors	Person												
2-7 (2021)	Employees by area													
	Rayong	Person	3,484	321	3,805	3,437	323	3,760	3,386	324	3,710	3,215	306	3,521
	Bangkok	Person	219	322	541	212	304	516	199	297	496	191	283	474
	Other provinces	Person	165	15	180	161	12	173	160	12	172	150	12	162
2-7 (2021)	Employee by employment contract													
	Permanent contract	Person	3,868	658	4,526	3,810	639	4,449	3,745	633	4,378	3,556	601	4,157
	Rayong	Person	3,484	321	3,805	3,437	323	3,760	3,386	324	3,710	3,215	306	3,521
	Bangkok	Person	219	322	541	212	304	516	199	297	496	191	283	474
	Other provinces	Person	165	15	180	161	12	173	160	12	172	150	12	162
	Temporary contract	Person	7	0	7	7	0	7	8	0	8	0	0	0
	Rayong	Person	2	0	2	2	0	2	2	0	2	0	0	0
	Bangkok	Person	5	0	5	5	0	5	6	0	6	0	0	0
	Other provinces	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Non-guaranteed hours employees	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Rayong	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Bangkok	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Other provinces	Person	0	0	0	0	0	0	0	0	0	0	0	0
2-7 (2021)	Employee by employment type													
	Full-time	Person	3,868	658	4,526	3,810	639	4,449	3,745	633	4,378	3,556	601	4,157
	Rayong	Person	3,484	321	3,805	3,437	323	3,760	3,386	324	3,710	3,215	306	3,521
	Bangkok	Person	219	322	541	212	304	516	199	297	496	191	283	474
	Other provinces	Person	165	15	180	161	12	173	160	12	172	150	12	162
	Part-time	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Rayong	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Bangkok	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Other provinces	Person	0	0	0	0	0	0	0	0	0	0	0	0
405-1 (2016)	Employee by age group													
	< 30 years	Person	629	73	702	633	83	716	572	75	647	488	63	551

	< 30 years	% of total employee	16.26	11.09	15.51	16.61	12.99	16.09	15.27	11.85	14.78	13.72	10.48	13.25
	30-50 years	Person	2,605	462	3,067	2,372	412	2,784	2,195	385	2,580	1,923	344	2,267
	30-50 years	% of total employee	67.35	70.21	67.76	62.26	64.48	62.58	58.61	60.82	58.93	54.08	57.24	54.53
	> 50 years	Person	634	123	757	805	144	949	978	173	1,151	1,145	194	1,339
	> 50 years	% of total employee	16.39	18.69	16.73	21.13	22.54	21.33	26.11	27.33	26.29	32.20	32.28	32.21
<b>405-1 (2016) Employee by level</b>														
	CEO and Top management (Level 16-18)	Person	5	2	7	9	2	11	11	2	13	9	2	11
	CEO and Top management (Level 16-18)	% of total employee	0.13	0.30	0.15	0.24	0.31	0.25	0.29	0.32	0.30	0.25	0.33	0.26
	Middle management (Level 11-15)	Person	186	49	235	199	53	252	199	47	246	179	50	229
	Middle management (Level 11-15)	% of total employee	4.81	7.45	5.19	5.22	8.29	5.66	5.31	7.42	5.62	5.03	8.32	5.51
	Junior management (Level 9-10)	Person	342	105	447	400	94	494	432	86	518	408	101	509
	Junior management (Level 9-10)	% of total employee	8.84	15.96	9.88	10.50	14.71	11.10	11.54	13.59	11.83	11.47	16.81	12.24
	Operation (Level 2-8)	Person	3,335	502	3,837	3,202	490	3,692	3,103	498	3,601	2,960	448	3,408
	Operation (Level 2-8)	% of total employee	86.22	76.29	84.78	84.04	76.68	82.98	82.86	78.67	82.25	83.24	74.54	81.98

People : #2									
GRI Standard	Data	2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%
405-1 (2016)	Employee by nationality								
	Thai	4,527	99.87	4,450	99.87	4,380	99.86	4,156	99.98
	Japanese	3	0.07	3	0.07	3	0.07	0	0.00
	Singapore	1	0.02	1	0.02	1	0.02	1	0.02
	German	1	0.02	1	0.02	1	0.02	0	0.00

	Korean	1	0.02	1	0.02	1	0.02	0	0.00
	Others								
<b>405-1 (2016)</b>	<b>Management employees by nationality</b>								
	Thai	689	15.20	757	16.99	777	17.72	749	18.02
	Others					1	0.02	0	0.00
<b>405-1 (2016)</b>	<b>People with disability</b>								
	People with disability	1		4		4		2	
<b>2-30 (2021)</b>	<b>Freedom of Association</b>								
	Employee represented by Labor Union		77.00		72.00		86.49		87.19

People : #3														
GRI Standard	Data	Unit	2021			2022			2023			2024		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
401-1 (2016)	New employee hire													
	New employee	Person	247	60	307	111	30	141	32	18	50	5	13	18
	New hire rate	% of total employee	6.39	9.12	6.78	2.91	4.69	3.17	0.85	2.84	1.14	0.14	2.16	0.43
401-1 (2016)	New employee hires by area													
	Rayong	Person	220	19	239	98	15	113	27	10	37	1	4	5
	Rayong	% of total employee	5.69	2.89	5.28	2.57	2.35	2.54	0.72	1.58	0.85	0.03	0.67	0.12
	Bangkok	Person	18	40	58	11	15	26	2	8	10	4	9	13
	Bangkok	% of total employee	0.47	6.08	1.28	0.29	2.35	0.58	0.05	1.26	0.23	0.11	1.50	0.31
	Other provinces	Person	9	1	10	2	0	2	3	0	3	0	0	0
	Other provinces	% of total employee	0.23	0.15	0.22	0.05	0.00	0.04	0.08		0.07	0.00	0.00	0.00
401-1 (2016)	New employee hires by age group													
	< 30 years	Person	224	44	268	104	25	129	27	15	42	4	13	17
	< 30 years	% of total employee	5.79	6.69	5.92	2.73	3.91	2.90	0.72	2.37	0.96	0.11	2.16	0.41
	30-50 years	Person	22	15	37	5	4	9	5	2	7	0	0	0
	30-50 years	% of total employee	0.57	2.28	0.82	0.13	0.63	0.20	0.13	0.32	0.16	0.00	0.00	0.00

[illegible]

[illegible]

	Junior management (Level 9-10)	% of total supervisory employees	100	100	100	100	100	100	100	100	100	100	100	100
	Operation (Level 2-8)	% of total operation employees	100	100	100	100	100	100	100	100	100	100	100	100
<b>404-3 (2016)</b>	<b>Employees receiving regular performance and career development reviews by function</b>													
	Technical function	% of total technical employees	100	100	100	100	100	100	100	100	100	100	100	100
	Administrative / Support function	% of total administrative employees	100	100	100	100	100	100	100	100	100	100	100	100
	Production	% of total production employees	100	100	100	100	100	100	100	100	100	100	100	100
<b>-</b>	<b>Employee engagement</b>													
	Employee engagement result	% of actively engaged employees			85.00			87.00			86.00			82.00
	Employee engagement target	% of actively engaged employees			80.00			80.00			80.00			80.00
	Data coverage	% of employees who responded to the survey			82.00			90.00			93.00			95.00

People : #4														
GRI Standard	Data	Unit	2021			2022			2023			2024		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
401-3 (2016)	Parental leave													
	Number of employees entitled to parental leave	Person	3,947	693	4,640	4,497	845	5,342	3,765	613	4,378	3,556	601	4,157

Number of employees taking parental leave	Person	86	12	98	73	7	80	55	6	61	64	9	73
Number of employees returning to work after parental leave	Person	86	12	98	73	7	80	55	6	61	64	9	73
Number of employees returning to work after parental leave who were still employed for 12 months after returning	Person	86	12	98	73	7	80	55	6	61	64	9	73
Employee returning to work retention rate	%	100	100	100	100	100	100	100	100	100	100	100	100

People : #5									
GRI Standard	Data	2021		2022		2023		2024	
		Baht	Ratio	Baht	Ratio	Baht	Ratio	Baht	Ratio
<b>405-2 (2016)</b>	<b>Ratio of basic salary and remuneration of women to men</b>								
	Total employee	7,950,460		9,227,868		10,836,596		12,190,952	
	Executives (Level 17-18)	4,432,686	0.90	6,897,269	0.79	7,724,501	1.02	8,819,455	1.07
	Management (Level 9-16)	2,235,900	0.85	1,581,433	0.88	2,166,959	0.97	2,348,025	0.91
	Non-management Level (Level 2-8)	1,281,874	1.06	749,166	1.02	945,136	1.06	1,023,472	1.01

Occupational Health and Safety :						
GRI Standard	Data	Unit	2021	2022	2023	2024
<b>403-8 (2018)</b>	<b>Workers covered by an occupational health and safety management system</b>					
	Employee	Person	4,526	4,449	4,378	4,157
	Covered by an occupational health and safety management system	Person	4,526	4,449	4,378	4,157

Covered by an occupational health and safety management system	%	100.00	100.00	100.00	100.00
Covered by such a system that has been internally audited	Person	4,526	4,449	4,378	4,157
Covered by such a system that has been internally audited	%	100.00	100.00	100.00	100.00
Covered by such a system that has been audited or certified by an external party	Person	4,526	4,449	4,378	4,157
Covered by such a system that has been audited or certified by an external party	%	100.00	100.00	100.00	100.00
Contractor	Person	13,184	12,294	14,268	6,795
Covered by an occupational health and safety management system	Person	13,184	12,294	14,268	6,795
Covered by an occupational health and safety management system	%	100.00	100.00	100.00	100.00
Covered by such a system that has been internally audited	Person	13,184	12,294	14,268	6,795
Covered by such a system that has been internally audited	%	100.00	100.00	100.00	100.00

	Covered by such a system that has been audited or certified by an external party	Person	13,184	12,294	14,268	6,795
	Covered by such a system that has been audited or certified by an external party	%	100.00	100.00	100.00	100.00
<b>403-9 (2018)</b>	<b>Work-related injuries</b>					
	Number of fatalities as a result of work-related injury	Case	0	0	0	1
	Employee	Case	0	0	0	1
	Contractor	Case	0	0	0	0
	Rate of fatalities as a result of work-related injury	Case/Million hours	0.00	0.00	0.00	0.06
	Employee	Case/Million hours	0.00	0.00	0.00	0.11
	Contractor	Case/Million hours	0.00	0.00	0.00	0.00
	Number of high-consequence work-related injuries (excluding fatalities)	Case	0	0	0	0
	Employee	Case	0	0	0	0
	Contractor	Case	0	0	0	0
	Rate of high-consequence work-related injuries (excluding fatalities)	Case/Million hours	0.00	0.00	0.00	0.00
	Employee	Case/Million hours	0.00	0.00	0.00	0.00
	Contractor	Case/Million hours	0.00	0.00	0.00	0.00
	Number of recordable	Case	2	8	11	8.00
	Employee	Case	1	1	2	4.00

Contractor	Case	1	7	9	4.00
Rate of recordable work-related injuries	Case/Million hours	0.12	0.30	0.36	0.46
Employee	Case/Million hours	0.10	0.10	0.10	0.43
Contractor	Case/Million hours	0.14	0.42	0.50	0.49
The number of hours worked	Million hours	16.49	26.34	30.41	17.49
Employee	Million hours	9.59	9.79	9.77	9.39
Contractor	Million hours	6.90	16.55	20.65	8.11
Lost-Time Injury Frequency Case	Case	0	6	1	2
Employee	Case	0	1	0	2
Contractor	Case	0	5	1	0
Lost-Time Injury Frequency Rate (LTIFR)	Case/Million hours	0.00	0.23	0.03	0.11
Employee	Case/Million hours	0.00	0.10	0.00	0.21
Contractor	Case/Million hours	0.00	0.30	0.07	0.00
Lost Workday Case (LWC)	Case	0	6	1	2
Employee	Case	0	1	0	2
Contractor	Case	0	5	1	0
Lost Day Rate (LDR)	Case/Million hours	0.00	5.55	0.00	0.40
Employee	Case/Million hours	0.00	0.11	0.00	0.75
Contractor	Case/Million hours	0.00	8.64	0.20	0.00
<b>403-10 (2018)</b>	<b>Work-related ill health</b>				
The number of fatalities as a result of work-related ill health	Case	0	0	0	0
Employee	Case	0	0	0	0
Contractor	Case	0	0	0	0

	The number of cases of recordable work-related ill health	Case	0	0	0	0
	Employee	Case	0	0	0	0
	Contractor	Case	0	0	0	0
	Total Recordable Occupational Illness Rate (TROIR)	Case/Million hours	0.00	0.00	0.00	0.00
	Employee	Case/Million hours	0.00	0.00	0.00	0.00
	Contractor	Case/Million hours	0.00	0.00	0.00	0.00

Process safety events :						
GRI Standard	Data	Unit	2021	2022	2023	2024
-	Process safety events - Tier 1					
	Number of tier 1 process safety events	Case	0	1	0	0
	Data coverage	% of revenue	100	100	100	100
	Target of tier 1 process safety events	Case	0	0	0	0
-	Process safety events - Tier 2					
	Number of tier 2 process safety events	Case	2	2	1	1
	Data coverage	% of revenue	100	100	100	100
	Target of tier 2 process safety events	Case	0	0	0	0