

Social Performance

Indicator	Indicator	Unit	2025		2024		2023	
			No.	Percentage	No.	Percentage	No.	Percentage
Employment - Total Employees as of December 31, 2025								
GRI 2-7 and GRI 405-1	Employees by gender	persons, %	234	100.00	200	100.00	-	-
	Male	persons, %	93	39.74	84	42.00	-	-
	Female	persons, %	141	60.26	116	58.00	-	-
	Employees by level	persons, %	234	100.00	200	100.00	-	-
	Executive Directors and Senior Management	persons, %	10	4.27	12	6.00	-	-
	Male	persons, %	6	2.56	9	4.50	-	-
	Female	persons, %	4	1.71	3	1.50	-	-
	Management (AM-VP)	persons, %	92	39.32	64	32.00	-	-
	Male	persons, %	39	16.67	29	14.50	-	-
	Female	persons, %	53	22.65	35	17.50	-	-
	Staff level (Team Member-Team Lead)	persons, %	132	56.41	124	62.00	-	-
	Male	persons, %	48	20.51	46	23.00	-	-
	Female	persons, %	84	35.90	78	39.00	-	-
	Employees by generation	persons, %	234	100.00	200	100.00	-	-
	The Loyalist (Baby Boomer)	persons, %	6	2.56	14	7.00	-	-
	Male	persons, %	3	1.28	8	4.00	-	-
	Female	persons, %	3	1.28	6	3.00	-	-
	The Life Maker (Generation X)	persons, %	61	26.07	72	36.00	-	-
	Male	persons, %	28	11.97	34	17.00	-	-
	Female	persons, %	33	14.10	38	19.00	-	-
	The New Driver (Generation Y)	persons, %	144	61.54	110	55.00	-	-
	Male	persons, %	54	23.08	41	20.50	-	-
	Female	persons, %	90	38.46	69	34.50	-	-
	The Digital Native (Generation Z)	persons, %	23	9.83	4	2.00	-	-
	Male	persons, %	8	3.42	1	0.50	-	-
	Female	persons, %	15	6.41	3	1.50	-	-
	Employees by contract type	persons, %	234	100.00	200	100.00	-	-
	Permanent employees	persons, %	234	100.00	200	100.00	-	-
	Male	persons, %	93	39.74	84	42.00	-	-
	Female	persons, %	141	60.26	116	58.00	-	-
Annual contract employees	persons, %	0	0.00	0	0.00	-	-	
Male	persons, %	0	0.00	0	0.00	-	-	
Female	persons, %	0	0.00	0	0.00	-	-	
Temporary employees	persons, %	0	0.00	0	0.00	-	-	
Male	persons, %	0	0.00	0	0.00	-	-	
Female	persons, %	0	0.00	0	0.00	-	-	

Indicator	Indicator	Unit	2025		2024		2023	
			No.	Percentage	No.	Percentage	No.	Percentage
	Employees by religion	persons, %	234	100.00	200	100.00	-	-
	Buddhist	persons, %	230	98.29	195	97.50	-	-
	Christian	persons, %	1	0.43	1	0.50	-	-
	Muslim	persons, %	3	1.28	4	2.00	-	-
	Other	persons, %	0	0.00	0	0.00	-	-
	Employees by location	persons, %	234	100.00	200	100.00	-	-
	Head Office, Bangkok	persons, %	150	64.10	117	58.50	-	-
	Saha Group Industrial Park, Sri Racha, Chonburi	persons, %	54	23.08	56	28.00	-	-
	Saha Group Industrial Park, Kabinburi, Prachinburi	persons, %	6	2.56	7	3.50	-	-
	Saha Group Industrial Park, Lamphun	persons, %	15	6.41	13	6.50	-	-
	Saha Group Industrial Park, Mae Sot	persons, %	4	1.71	4	2.00	-	-
	J-Park Sri Racha Nihon Mura, Chonburi	persons, %	3	1.28	2	1.00	-	-
	Kabinburi Sports Club Golf Course, Prachinburi	persons, %	1	0.43	1	0.50	-	-
	Harikunchai Sports Club Golf Course, Lamphun	persons, %	1	0.43	0	0.00	-	-
	Employees by nationality	persons, %	234	100.00	200	100.00	-	-
	Thai	persons, %	232	99.15	198	99.00	-	-
	European	persons, %	0	0.00	0	0.00	-	-
	Chinese	persons, %	0	0.00	0	0.00	-	-
	Japanese	persons, %	2	0.85	2	1.00	-	-
	Singaporean	persons, %	0	0.00	0	0.00	-	-
	Vietnamese	persons, %	0	0.00	0	0.00	-	-
	Myanmar	persons, %	0	0.00	0	0.00	-	-
	Lao	persons, %	0	0.00	0	0.00	-	-
	Cambodian	persons, %	0	0.00	0	0.00	-	-
	Other / Not specified	persons, %	0	0.00	0	0.00	-	-
	Employees with disabilities	persons, %	0	0.00	0	0.00	-	-
	Male	persons, %	0	0.00	0	0.00	-	-
	Female	persons, %	0	0.00	0	0.00	-	-
Employee Compensation								
GRI 405-3	Total employee compensation							
	Total compensation	million baht	354.93	-	338.01	-	-	-
	Total compensation - Executive Directors and Senior Management	million baht	110.50	-	111.97	-	-	-
	Total compensation - employees	million baht	244.43	-	226.03	-	-	-
	Provident fund information							
	Employees enrolled in provident fund	persons	196.00	-	154.00	-	-	-
	Company contribution to provident fund	million baht	16.13	-	14.78	-	-	-

Indicator	Indicator	Unit	2025		2024		2023	
			No.	Percentage	No.	Percentage	No.	Percentage
New Hires								
GRI 401-1	New hires by gender	persons, %	59	100.00	38	100.00	-	-
	Male	persons, %	20	33.90	15	39.47	-	-
	Female	persons, %	39	66.10	23	60.53	-	-
	New hires by age	persons, %	59	100.00	38	100.00	-	-
	The Loyalist (Baby Boomer)	persons, %	0	0.00	0	0.00	-	-
	The Life Maker (Generation X)	persons, %	3	5.08	2	5.26	-	-
	The New Driver (Generation Y)	persons, %	43	72.88	31	81.58	-	-
	The Digital Native (Generation Z)	persons, %	13	22.03	5	13.16	-	-
	New hires by level	persons, %	59	100.00	38	100.00	-	-
	Executive Directors and Senior Management	persons, %	0	0.00	0	0.00	-	-
	Management (AM–VP)	persons, %	12	20.34	3	7.89	-	-
	Staff level (Team Member - Team Leader)	persons, %	47	79.66	35	92.11	-	-
	Voluntary employee turnover rate*		Percentage of Total Employees	19	8.12	10	5.00	-
GRI 401-1	Resignations by gender	persons, %	19	100.00	10	100.00	-	-
	Male	persons, %	7	36.84	2	20.00	-	-
	Female	persons, %	12	63.16	8	80.00	-	-
	Resignations by age	persons, %	19	100.00	10	100.00	-	-
	The Loyalist (Baby Boomer)	persons, %	0	0.00	0	0.00	-	-
	The Life Maker (Generation X)	persons, %	2	10.53	1	10.00	-	-
	The New Driver (Generation Y)	persons, %	14	73.68	7	70.00	-	-
	The Digital Native (Generation Z)	persons, %	3	15.79	2	20.00	-	-
	Resignations by level	persons, %	19	100.00	10	100.00	-	-
	Executive Directors and Senior Management	persons, %	0	0.00	0	0.00	-	-
	Management (AM–VP)	persons, %	2	10.53	0	0.00	-	-
	Staff level (Team Member - Team Leader)	persons, %	17	89.47	10	100.00	-	-
Retired employees		Percentage of Total Employees	5	2.14	2	0.85	-	-
GRI 401-1	Retired employees by gender	persons, %	5	100.00	2	100.00	-	-
	Male	persons, %	4	80.00	2	100.00	-	-
	Female	persons, %	1	20.00	0	0.00	-	-

Indicator	Indicator	Unit	2025		2024		2023	
			No.	Percentage	No.	Percentage	No.	Percentage
Maternity and Parental Leave								
GRI 401-3	Female employees eligible for maternity leave	persons, %	141	100.00	116	100.00	-	-
	Female employees who took maternity leave (% of eligible female employees)	persons, %	0	0.00	2	1.72	-	-
	Female employees who returned to work after maternity leave	persons, %	0	0.00	2	100.00	-	-
	Female employees who remained employed for at least 12 months after maternity leave	persons, %	0	0.00	1	50.00	-	-
	Male employees eligible for paternity/ spousal leave before or after childbirth	persons, %	93	100.00	84	100.00	-	-
	Male employees who took paternity/ spousal leave (% of eligible male employees)	persons, %	0	0.00	0	0.00	-	-
Employee Development								
GRI 404-1	Total training hours	hours	8,598.00	-	6,840.50	-	-	-
	Average training hours per person	hours/person	37.00	-	34.20	-	-	-
	Training and development expenditure	hours/person	29,910.00	-	25,526.46	-	-	-
	By gender							
	Male	hours/person	40.00	-	36.05	-	-	-
	Female	hours/person	35.00	-	32.87	-	-	-
	By level							
	Management-level employees	hours/person	45.00	-	20.51	-	-	-
	Staff-level employees	hours/person	65.00	-	42.07	-	-	-
Employees receiving regular performance review								
GRI 404-3	Executive Directors and Senior Management	%	100.00	-	100.00	-	-	-
	Management (AM–VP)	%	100.00	-	100.00	-	-	-
	Staff level (Team Member - Team Leader)	%	100.00	-	100.00	-	-	-
Occupational Health and Safety								
GRI 403-8	Coverage							
	Employees	%	100.00	-	100.00	-	-	-
	Contractors / Supplies	%	100.00	-	100.00	-	-	-
GRI 403-9	Total working hours							
	Employees	hours	446,321.92	-	364,680.80	-	-	-
	Contractors / Supplies	hours	1,671,518.16	-	1,860,866.72	-	-	-

Indicator	Indicator	Unit	2025		2024		2023	
			No.	Percentage	No.	Percentage	No.	Percentage
Work-related injuries								
GRI 403-9	Fatalities from work-related injuries							
	Employees	incidents/ million hours worked	0.00	-	0.00	-	-	-
	Contractors / Supplies	incidents/ million hours worked	0.00	-	0.00	-	-	-
Total Recordable Injury Frequency Rate: TRIFR								
	Employees	incidents/ million hours worked	0.00	-	0.00	-	-	-
	Contractors / Supplies	incidents/ million hours worked	0.00	-	0.00	-	-	-
Lost-Time Injury Frequency Rate: LTIFR								
	Employees	incidents/ million hours worked	0.00	-	0.00	-	-	-
	Contractors / Supplies	incidents/ million hours worked	0.00	-	0.00	-	-	-
	Employee engagement score	%	82.00	-	83.65	-	-	-
	Complaints relating to harassment and discrimination	cases	0	-	0	-	-	-
	Labor and human rights complaints	cases	0	-	0	-	-	-
	Complaints relating to personal data or business confidentiality breaches	cases	0	-	0	-	-	-
	Training sessions on harassment and discrimination awareness	Sessions/year	1	-	2	-	-	-
	Significant fines for violations of economic and social laws	baht	0.00	-	0.00	-	-	-

Remark: * In fiscal year 2025, the voluntary employee resignation figure was revised to exclude the number of employees who retired.