

## Social Performance

Indicator	Description	Unit	2024	
			Quantity	Percentage
Employment: Total Employees as of December 31, 2024				
GRI 2-7 and GRI 405-1	Employees by Gender	Person, Percentage	200	100.00
	Male	Person, Percentage	84	42.00
	Female	Person, Percentage	116	58.00
	Employees by Level	Person, Percentage	200	100.00
	Executive Directors and Senior Management	Person, Percentage	12	6.00
	Male	Person, Percentage	9	4.50
	Female	Person, Percentage	3	1.50
	Management (Assistant manager – Vice President)	Person, Percentage	64	32.00
	Male	Person, Percentage	29	14.50
	Female	Person, Percentage	35	17.50
	Officer Level (Team Member - Team Lead)	Person, Percentage	124	62.00
	Male	Person, Percentage	46	23.00
	Female	Person, Percentage	78	39.00
	Employees by Level	Person, Percentage	200	100.00
	Loyalist (Baby Boomer) - 58 years and above	Person, Percentage	14	7.00
	Male	Person, Percentage	8	4.00
	Female	Person, Percentage	6	3.00
	The Life Maker (Generation X) - 42 to 57 years	Person, Percentage	72	36.00
	Male	Person, Percentage	34	17.00
	Female	Person, Percentage	38	19.00
	The New Driver (Generation Y) - 26 to 41 years	Person, Percentage	110	55.00
	Male	Person, Percentage	41	20.50
	Female	Person, Percentage	69	34.50
	The Digital Native (Generation Z) - 25 years or younger	Person, Percentage	4	2.00
	Male	Person, Percentage	1	0.50
	Female	Person, Percentage	3	1.50



Indicator	Description	Unit	2024	
			Quantity	Percentage
GRI 2-7 and GRI 405-1	Employees by Employment Type	Person, Percentage	200	100.00
	Permanent Employees	Person, Percentage	200	100.00
	Male	Person, Percentage	84	42.00
	Female	Person, Percentage	116	58.00
	Annual Contract Employees	Person, Percentage	0	0
	Male	Person, Percentage	0	0
	Female	Person, Percentage	0	0
	Temporary Employees	Person, Percentage	0	0
	Male	Person, Percentage	0	0
	Female	Person, Percentage	0	0
	Employees by Religion	Person, Percentage	200	100.00
	Buddhism	Person, Percentage	195	97.50
	Christianity	Person, Percentage	1	0.50
	Islam	Person, Percentage	4	2.00
	Others	Person, Percentage	0	0
	Employees by Location	Person, Percentage	200	100.00
	Head Office, Bangkok	Person, Percentage	117	58.50
	Saha Group Industrial Park, Sriracha, Chonburi Province	Person, Percentage	56	28.00
	Saha Group Industrial Park, Kabin buri, Prachinburi Province	Person, Percentage	7	3.50
	Saha Group Industrial Park, Lamphun	Person, Percentage	13	6.50
	Saha Group Industrial Park, Mae Sot	Person, Percentage	4	2.00
	J-Park Sriracha Nihon Mura, Prachin Buri Province	Person, Percentage	2	1.00
	Kabinburi Sports Club Golf Course, Prachin Buri Province	Person, Percentage	1	0.50
	Hariphunchai Sports Club Golf Course, Lamphun Province	Person, Percentage	0	0

Economic Dimension /  
Corporate GovernanceEnvironment  
DimensionSocial  
Dimension

Indicator	Description	Unit	2024	
			Quantity	Percentage
GRI 2-7 and GRI 405-1	<b>Employees by Nationality</b>	<b>Person, Percentage</b>	<b>200</b>	<b>100.00</b>
	Thai	Person, Percentage	198	99.00
	European	Person, Percentage	0	0
	Chinese	Person, Percentage	0	0
	Japanese	Person, Percentage	2	1.00
	Singaporean	Person, Percentage	0	0
	Vietnamese	Person, Percentage	0	0
	Burmese (Myanmar)	Person, Percentage	0	0
	Lao	Person, Percentage	0	0
	Cambodian	Person, Percentage	0	0
	Others / Not Specified	Person, Percentage	0	0
	<b>Employees with Disabilities</b>	<b>Person, Percentage</b>	<b>0</b>	<b>0</b>
	Male	Person, Percentage	0	0
	Female	Person, Percentage	0	0
<b>Remuneration</b>				
SET ESG	<b>Employee Remuneration</b>			
	Total Remuneration	million Bath	338.01	
	Executive Directors and Senior Management Remuneration	million Bath	111.97	
	Employee Remuneration	million Bath	226.03	
	<b>Information on Provident Fund</b>			
	Employees Participating in the Provident Fund	Person	154	
	Company Contribution to the Provident Fund	million THB	14.78	



Indicator	Description	Unit	2024	
			Quantity	Percentage
New Employee Hires				
GRI 401-1	New Employees by Gender	Person, Percentage	38	100.00
	Male	Person, Percentage	15	39.47
	Female	Person, Percentage	23	60.53
	New Employees by Age Group	Person, Percentage	38	100.00
	Loyalist (Baby Boomer) - 58 years and above	Person, Percentage	0	0
	The Life Maker (Generation X) - 42 to 57 years	Person, Percentage	2	5.26
	The New Driver (Generation Y) - 26 to 41 years	Person, Percentage	31	81.58
	The Digital Native (Generation Z) - 25 years or younger	Person, Percentage	5	13.16
	New Employees by Position Level	Person, Percentage	38	100.00
	Executive Directors and Senior Management	Person, Percentage	0	0
	Management (Assistant Manager – Vice President)	Person, Percentage	3	7.89
	Officer Level (Team Member - Team Leader)	Person, Percentage	35	92.11
Voluntary Employee Turnover Rate (Including Resignation and Retirement)		Person, Percentage		
GRI 401-1	New Employees by Gender	Person, Percentage	15	100.00
	Male	Person, Percentage	6	40.00
	Female	Person, Percentage	9	60.00
	New Employees by Age Group	Person, Percentage	15	100.00
	Loyalist (Baby Boomer) - 58 years and above	Person, Percentage	5	33.33
	The Life Maker (Generation X) - 42 to 57 years	Person, Percentage	1	6.67
	The New Driver (Generation Y) - 26 to 41 years	Person, Percentage	7	46.67
	The Digital Native (Generation Z) - 25 years or younger	Person, Percentage	2	13.33
	New Employees by Position Level	Person, Percentage	15	100.00
	Executive Directors and Senior Management	Person, Percentage	1	6.67
	Management (Assistant Manager – Vice President)	Person, Percentage	4	26.67
	Officer Level (Team Member - Team Leader)	Person, Percentage	10	66.67



Indicator	Description	Unit	2024	
			Quantity	Percentage
Parental Leave				
GRI 401-3	Female employees eligible for maternity and parental leave	Person, Percentage	116	100.00
	Female employees who took maternity and parental leave (Percentage based on eligible female employees)	Person, Percentage	2	1.72
	Female employees who returned to work after maternity and parental leave	Person, Percentage	2	100.00
	Female employees who remained with the organization for at least 12 months after maternity and parental leave	Person, Percentage	1	50.00
	Male employees eligible for paternity and parental Leave	Person, Percentage	84	100.00
	Male employees who took paternity and parental leave (Percentage based on eligible male employees)	Person, Percentage	0	0
Employee Training and Development				
GRI 404-1	Total training hours and development	Hour	6,840	
	Average training hours	Hour/person	34.20	
	Average training and development expenses	Bath/person	25,526.45	
	Training by gender			
	Male	Hour/person	36.05	
	Female	Hour/person	32.87	
	Training and development by level			
	Executive-level employees	Hour/person	20.51	
	Officer-level employees	Hour/person	42.07	
Employees receiving a regular performance review				
GRI 404-3	Board of Directors and Executives	Percentage	100	
	Executives (AM-VP)	Percentage	100	
	Officer Level (Team Member - Team Leader)	Percentage	100	
Occupational Health and Safety				
GRI 403-8	Data Coverage			
	Employees	Percentage	100	
	Contract Employees	Percentage	100	
GRI 403-9	Working Hour			
	Employees	Hour	353,180.00	
	Contract Employees	Hour	5,134,246.80	
Work – Related injuries				



Indicator	Description	Unit	2024	
			Quantity	Percentage
GRI 403-9	Rate of Fatalities as a result of work-related injury			
	Employees	Case/1,000,000 working hours	0	
	Contract Employees	Case/1,000,000 working hours	0	
	Total Recordable Injury Frequency Rate: TRIFR			
	Employees	Case/1,000,000 working hours	0	
	Contract Employees	Case/1,000,000 working hours	0	
	Lost-Time Injury Frequency Rate: LTIFR			
	Employees	Case/1,000,000 working hours	0	
	Contract Employees	Case/1,000,000 working hours	0	
	Employee engagement score	Percentage	83.65	
Complaints about harassment and discrimination	Case	0		
Complaints related to labor and human rights	Case	0		
Complaints regarding personal data breaches or business confidentiality leaks	Case	0		
Training to raise awareness on harassment and discrimination	Case/Year	2		
Significant fines for violations of economic and social laws	Bath	0		

Note: The company has prepared its operational performance report and statistics on environmental, social, and economic/governance aspects for the first time in 2024.

