Social Performance

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022	2023	2024	2025
S2.1C	GRI 401-1 and GRI405-1	**Employment** Employees* (headcount, count) - Employees of the company include full-time permanent employees and temporary or part-time employees.This does not include self-employed individuals. There are no seasonal changes in staffing levels. These employees have a legal employment relationship with the organization. Employees that are contractors or temporary staff - The term refers to individuals who work for the organization or company but do not have the legal status of regular employees under general labor laws. This means they may not be directly employed under a labor contract with the organization and do not receive the same benefits as regular employees. Examples include contractors, volunteers, and subcontractors.					
		Employment					
		Total employment					
		Total employment (total number of employees + total number of non-employee workers)	count	368	382	387	357
		Total number of employees	count	330	319	325	298
		Total number of employees/ total amount of employment	percent	89.67%	83.51%	83.98%	83.47%
		Total number of male employees	count	212	197	196	181
		- Percentage of male employees	percent	57.61%	51.57%	50.65%	50.70%
		Total number of female employees	count	118	122	129	117
		- Percentage of female employees	percent	32.07%	31.94%	33.33%	32.77%
		Total number of employees that are contractors or temporary staff	count	38	63	62	59
		Total number of employees that are contractors/total amount of employment	percent	10.33%	16.49%	16.02%	16.52%
		Total number of employees that are contractors or temporary staff - Male	count	19	34	38	34
		- Percentage of employees that are contractors or temporary staff - Male	percent	5.16%	8.90%	9.82%	9.52%
		Total number of employees that are contractors or temporary staff - Female	count	19	29	24	25
		- Percentage of employees that are contractors or temporary staff - Female	percent	5.16%	7.59%	6.20%	7.00%
		Total number of employees with disabilities or other disadvantaged groups[1]	count	0	0	0	0
		Total number of employees with disabilities/total amount of employment	percent	0.00%	0.00%	0.00%	0.00%
		Number of non-employee disabled workers - Male	count	0	0	0	0
		- Percentage of non-employee disabled workers - Male	percent	0.00%	0.00%	0.00%	0.00%
		Number of non-employee disabled workers - Female	count	0	0	0	0
		- Percentage of non-employee disabled workers - Female	percent	0.00%	0.00%	0.00%	0.00%

Employees									
Total number of employees by gender		count	%	count	%	count	%	count	%
Total number of employees	count/percent	330	100%	319	100%	325	100%	298	100%
Male	count/percent	212	64%	197	62%	196	60%	181	61%
Female	count/percent	118	36%	122	38%	129	40%	117	39%
Number of employees classified by nationality		count	%	count	%	count	%	count	%
Thais	count/percent	320	96.97%	313	98.12%	319	98.15%	292	97.99%
Indonesian	count/percent	2	0.61%	2	0.63%	2	0.62%	1	0.34%
Philippine	count/percent	2	0.61%	2	0.63%	2	0.62%	2	0.67%
Burmese	count/percent	1	0.30%	1	0.31%	1	0.31%	2	0.67%
Vietnamese	count/percent	1	0.30%	1	0.31%	1	0.31%	1	0.34%
Chinese	count/percent	4	1.21%	0	0.00%	0	0.00%	0	0.00%
Other nationalities (Bangladeshi, Mongolian, Nepali, Pakistani, German)	count/percent	0	0.00%	0	0.00%	0	0.00%	0	0.00%

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022		2023		2024		2025	
S2.1C	GRI 401-1 and GRI405-1	**Total number of employees by age groups**		count	%	count	%	count	%	count	%
		Under 30 years old	count/percent	16	5%	34	11%	34	10%	37	12%
		Between 30-50 years old	count/percent	250	76%	221	69%	220	68%	192	64%
		Over 50 years old	count/percent	64	19%	64	20%	71	22%	69	23%
		Number of employees classified by age group and gender		count	%	count	%	count	%	count	%
		Under 30 years old	count/percent	16	5%	34	11%	34	10%	37	12%
		Male employees under 30 years old	count/percent	12	4%	21	7%	20	6%	24	8%
		Female employees under 30 years old	count/percent	4	1%	13	4%	14	4%	13	4%
		Between 30-50 years old	count/percent	250	76%	221	69%	220	68%	192	64%
		Male employees between 30-50 years old	count/percent	156	47%	131	41%	127	39%	106	36%
		Female employees between 30-50 years old	count/percent	94	28%	90	28%	93	29%	86	29%
		Over 50 years old	count/percent	64	19%	64	20%	71	22%	69	23%
		Male employees over 50 years old	count/percent	44	13%	45	14%	49	15%	51	17%
		Female employees over 50 years old	count/percent	20	6%	19	6%	22	7%	18	6%
		Number of employees classified by position level	count	%	count	%	count	%	count	%	
		≥ C-Level	count/percent	3	1%	4	1%	4	1%	4	1%
		Male	count/percent	3	1%	4	1%	4	1%	4	1%
		Female	count/percent	0	0%	0	0%	0	0%	0	0%
		≥ Manager - Level *(Manager to Executive level)	count/percent	59	18%	64	20%	65	20%	59	20%
		Male	count/percent	36	11%	38	12%	38	12%	37	12%
		Female	count/percent	23	7%	26	8%	27	8%	22	7%
		Operation employee level	count/percent	268	81%	251	79%	256	79%	235	79%
		Male	count/percent	173	52%	155	49%	154	47%	140	47%
		Female	count/percent	95	29%	96	30%	102	31%	95	32%
		Total employment by location of workplace		count	%	count	%	count	%	count	%
		Headquarters (Office)	count/percent	170	52%	163	51%	163	50%	148	50%
		Male	count/percent	83	25%	75	24%	71	22%	68	23%
		Female	count/percent	87	26%	88	28%	92	28%	80	27%
		Thaicom Satellite Station, Ladlumkaew, Pathum Thani	count/percent	150	45%	150	47%	156	48%	145	49%
		Male	count/percent	121	37%	118	37%	121	37%	110	37%
		Female	count/percent	29	9%	32	10%	35	11%	35	12%
		Thaicom Satellite Station – Nonthaburi	count/percent	0	0%	0	0%	0	0%	0	0%
		Male	count/percent	0	0%	0	0%	0	0%	0	0%
		Female	count/percent	0	0%	0	0%	0	0%	0	0%
		Overseas employees	count/percent	10	3%	6	2%	6	2%	5	2%
		Male	count/percent	8	2%	4	1%	4	1%	3	1%
		Female	count/percent	2	1%	2	1%	2	1%	2	1%
S2.1C	GRI 401-1	**Classified by place of origin**		count	%	count	%	count	%	count	%
		Thailand	count/percent	320	97%	313	98%	319	98%	292	98%
		- Bangkok Metropolitan Region	count/percent	235	71%	230	72%	235	74%	209	70%
		- Northern Region	count/percent	5	2%	4	1%	5	2%	5	2%
		- Central Region	count/percent	33	10%	31	10%	29	9%	29	10%
		- Northeastern Region *(Isan)*	count/percent	17	5%	19	6%	20	6%	20	7%
		- Southern Region	count/percent	23	7%	20	6%	20	6%	21	7%
		- Eastern Region	count/percent	7	2%	9	3%	10	3%	8	3%
		Overseas	count/percent	10	3%	6	2%	6	2%	6	2%
		Indonesia	count/percent	2	1%	2	1%	2	1%	1	0%
		Philippines	count/percent	2	1%	2	1%	2	1%	2	1%
		Myanmar	count/percent	1	0%	1	0.3%	1	0.3%	2	1%
		Vietnam	count/percent	1	0%	1	0.3%	1	0.3%	1	0%
		China	count/percent	4	1%	0	0.0%	0	0.0%	0	0%
		Employees of other nationalities (Bangladesh, Mongolia, Nepal, Pakistan, Germany)	count/percent	0	0%	0	0.0%	0	0.0%	0	0%

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022		2023		2024		2025	
ICT-S3.2	GRI 405-1	**Diversity of governance bodies and employees**									
		Female employees by levels		Percentage		Percentage		Percentage		Percentage	
		Percentage of female employees share of total workforce	%	36%		38%		40%		39%	
		Percentage of female employees in top management positions (≥ C-Level)	%	0%		0%		0%		0%	
		Percentage of female employees in management positions (≥ Manager)	%	38.98%		40.63%		41.54%		37.29%	
		Percentage of female employees in Operation employee level	%	35.45%		38.25%		39.84%		40.43%	
S2.2C		**Disabled employees or disadvantaged groups**[1]		count	%	count	%	count	%	count	%
		The total number of disabled employees or disadvantaged groups	count/percent	0	0%	0	0%	0	0%	0	0%
		Male	count/percent	0	0%	0	0%	0	0%	0	0%
		Female	count/percent	0	0%	0	0%	0	0%	0	0%
		Total amount spent on the Fund for Promotion and Development of the Quality of Life of Persons with Disabilities under Section 34[1]	THB/year	342,735		359,160		359,161		361,350	
		Elderly employees (> 60 years) [2]		count	%	count	%	count	%	count	%
		Total number of elderly employees	count/percent	1	0.3%	3	0.9%	3	0.9%	0	0.0%
		Male	count/percent	0	0.0%	2	0.6%	1	0.3%	0	0.0%
		Female	count/percent	1	0.3%	1	0.3%	2	0.6%	0	0.0%
		Remarks:									
		1. Thaicom Public Company Limited did not hire any disabled employees or disadvantaged groups and contributed funds to the Fund for Promotion and Development of the Quality of Life of Persons with Disabilities under Section 34 of the law yearly.									
		2. Older persons refer to both male and female aged 60 years and over, as defined from birth (Source: United Nations).									
S2.17C		**Employee turnover** *(excluded employees who have retired or passed away during employment)*									
		Employee turnover rate in the organization *(excluding employees who have retired or passed away during employment)*									
		- Total employees (domestic and international)	%	10.61%		15.05%		6.15%		19.80%	
		- Employees based in Thailand	%	10.94%		15.34%		6.27%		6.27%	
		Voluntary resignation rate	%	77%		46%		70%		53%	
		Termination rate	%	23%		54%		30%		47%	
		Employee turnover by gender		count	%	count	%	count	%	count	%
		Number of employee turnover	count/percent	35	10.61%	48	15.05%	20	6.15%	59	19.80%
		- Voluntary resignations - Male	count/percent	13	3.94%	15	4.70%	6	1.85%	13	4.36%
		- Voluntary resignations - Female	count/percent	14	4.24%	7	2.19%	8	2.46%	18	6.04%
		- Employees terminated - Male	count/percent	4	1.89%	22	11.17%	4	2.04%	18	6.04%
		- Employees terminated - Female	count/percent	4	3.39%	4	3.28%	2	1.55%	10	3.36%
		Employee turnover by age groups		count	%	count	%	count	%	count	%
		Total number of employee turnover	count/percent	35	10.61%	48	15.05%	20	6.15%	59	19.80%
		Under 30 years old	count/percent	8	2.42%	3	0.94%	3	0.92%	8	2.68%
		Between 30-50 years old	count/percent	19	5.76%	37	11.60%	12	3.69%	37	12.42%
		Over 50 years old	count/percent	8	2.42%	8	2.51%	5	1.54%	14	4.70%
		Remarks:									
		- Employee turnover in this section was evaluated from voluntarily resigned employees at levels 2-15 and UC (unclassified) who voluntarily resign from the company for various which excluded the following data;									
		- Number of employees who resigned, retired, retired early, or passed away while employed.									
		- Number of workers who are not employees who resigned, retired, retired early, or passed away while employed.									
		- Employment termination: The company complies with the law according to Section 118 of the Labor Protection Act B.E. 2541 (1998), which outlines the payment of severance pay to employees based on their length of service, and Section 119, which specifies cases where severance pay is not required, such as when an employee commits serious misconduct or severely violates company regulations.									

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022		2023		2024		2025	
	GRI 401-1	**Employee turnover** *(included dismissal , retirement, or death during employment) *)*									
		Employee turnover rate in the organization *(included dismissal , retirement, or death during employment*)*									
		- Total employees *(domestic and international)*	%	11.21%		15.36%		6.46%		21.14%	
		- Employees based in Thailand	%	11.56%		15.65%		6.58%		21.58%	
		Employee turnover by gender (included dismissal , retirement, or death*)		count	%	count	%	count	%	count	%
		Number of employee turnover by gender	count/percent	37	11.21%	49	15.36%	21	6.46%	63	21.14%
		Male	count/percent	19	5.76%	38	11.91%	10	3.08%	33	11.07%
		Female	count/percent	18	5.45%	11	3.45%	11	3.38%	30	10.07%
		Employee turnover by types (included dismissal , retirement, or death*)		count	%	count	%	count	%	count	%
		- Employee turnover in male	count/percent	17	10.61%	37	15.05%	10	6.15%	31	19.80%
		- Employee turnover in female	count/percent	18		11		10		28	
		- Retirement in male	count/percent	1	0.30%	1	0.31%	0	0.00%	1	1.01%
		- Retirement in female	count/percent	0		0		0		2	
		- Early retirement in male	count/percent	1	0.30%	0	0.00%	0	0.31%	1	0.34%
		- Early retirement in female	count/percent	0		0		1		0	
		- *Death of male employees (NWRI)	count/percent	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		- *Death of female employees (NWRI)	count/percent	0		0		0		0	

Remarks:

- Employee turnover data in this section was refer to employees who leave the organization voluntarily or due to dismissal, retirement, or death in service, regarding to GRI401 Employment 2016: Glossary- employee turnover page 11.
- * Death of employee data in this section was non-work-related- Illness/Injury (NWRI), which refers to illness or injury (including physical, mental, or psychological conditions) that does not arise out of the course of employment.
- Voluntary resignation of employees was evaluated from employees at levels 2-15 and UC (unclassified) who voluntarily resign from the company for various.
- Employee turnover in an organization refers to employees who leave the organization, whether voluntarily or due to dismissal, retirement, or death during employment.

$$\text{Employee turnover rate} = \frac{\text{Total number of employee separations}}{\text{Average headcount during a specific period (1 Year)}} \times$$

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022	2023	2024	2025
S2.18C ICT-S4.3		**Labor Disputes**					
		The number of labor disputes or child labor	case	0	0	0	0
		Labor abuse complaint and human rights	case	0	0	0	0
S2.18C ICT-S4.3		Labor abuse complaint and discrimination	case	0	0	0	0

Remarks:

- Labor disputes, such as conflicts between employers and employees regarding employment conditions, which are not resolved through negotiation within the specified 3-day period, or through negotiation but fail to reach an agreement for any reason.

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022	2023	2024	2025
S2.20R	GRI 401-1	**Employee engagement**					
		Employee engagement score	%	N/A	N/A	60.00%	N/A
		Number of employees assessed	%	N/A	N/A	82.24%	N/A

Remarks:

- In 2024, the company conducted an employee engagement survey, with the survey carried out in early 2025 (including both domestic and international employees). The survey on employee engagement scores was conducted from January to December 2024 to establish a baseline for development. The goal was to have at least 70% of all employees participate in the assessment.
- Percentage of employee engagement scores, including both domestic and international employees.
- The employee engagement survey is mandated to be conducted every 2 years.

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022		2023		2024		2025	
	GRI 401-1a	**New employees**									
		Hiring rate		count	%	count	%	count	%	count	%
		Hiring rate *(included domestic and international)*	count/percent	33	10.00%	30	9.40%	27	8.31%	33	11.07%
		Hiring rate *(domestic operations)*	count/percent	33	10.31%	30	9.58%	27	8.46%	33	11.30%
		New employment by gender		count	%	count	%	count	%	count	%
		Male	count/percent	21	6.36%	17	5.33%	9	2.77%	15	5.03%
		Female	count/percent	12	3.64%	13	4.08%	18	5.54%	18	6.04%
		New employment by age groups		count	%	count	%	count	%	count	%
		Total number of new employments	count/percent	33	10.00%	30	9.40%	27	8.31%	33	11.07%
		Under 30 years old	count/percent	24	7.27%	16	5.02%	12	3.69%	16	5.37%
		Between 30-50 years old	count/percent	8	2.42%	14	4.39%	15	4.62%	17	5.70%
		Over 50 years old	count/percent	1	0.30%	0	0.00%	0	0.00%	0	0.00%
	GRI 401-3	**Parental leave**									
		Parental leave by gender		count		count		count		count	
		Total number of employees that were entitled to parental leave, by gender	count	118		122		129		117	
		Male	count	0		0		0		0	
		Female	count	118		122		129		117	
		Total number of employees that took parental leave, by gender	count	0		1		2		2	
		Male	count	0		0		0		0	
		Female	count	0		1		2		2	
		Total number of employees that return to work after parental leave, by gender	count	0		1		2		2	
		Male	count	0		0		0		0	
		Female	count	0		1		2		2	
		Employees returning after parental leave and still employed ≥12 months, by gender	count	0		1		2		N/A	
		Male	count	0		0		0		0	
		Female	count	0		1		2		N/A	
		Return to work and retention rates of employees that took parental leave, by gender	%	N/A		100%		100%		100%	
		Male	%	N/A		0.00%		N/A		N/A	
		Female	%	N/A		100%		100%		100%	
		Return to work and retention rates of employees that took parental leave, by gender. (≥ 12 months)	%	N/A		100%		100%		N/A	
		Male	%	N/A		0.00%		N/A		N/A	
		Female	%	N/A		100%		100%		N/A	

Remarks

- Employees on maternity leave refer to individuals who exercised their entitlement to maternity leave during the year, irrespective of whether the full 93-day leave period was utilized.
- Employees returning from maternity leave refer to those who have resumed work and remained employed for a period of ≥12 months following their maternity leave.
- *N/A for the data "Total number of employees that return to work after parental leave ended and still employed ≥12 months, by gender" in the year 2025 could not be collected during the year 2025 because employees returning to work after taking parental leave did not reach a period of 12 months.
- Maternity Leave, In accordance with the Company's personnel management regulations, maternity leave is granted to female employees to allow adequate time for childbirth preparation and postnatal care. This entitlement is effective from the first day of employment. Female employees are eligible to take maternity leave for a maximum of 98 calendar days per pregnancy, inclusive of both pre- and postnatal periods. During this leave, the Company will pay regular wages for up to 45 days.

Remarks:

1. Return to work rate = $\frac{\text{Total number of employees that did return to work after parental leave}}{\text{Total number of employees due to return to work after taking parental leave}} \times 100$

2. Retention rate = $\frac{\text{Total number of employees retained 12 months after returning to work following a period of parental leave}}{\text{Total number of employees returning from parental leave in the prior reporting period(s)}} \times 100$

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022	2023	2024	2025
S2.7C S2.10R	GRI 404-1	**Employee development (Training and Education)** *Average training hours per employee per year*					
		Total training hours by gender					
		Total training hours	hour /year	7,847	10,371	9,382	3,801
		Male	hour /year	N/A	N/A	3,448	2,519
		Female	hour /year	N/A	N/A	5,934	1,282
		Average hours of training by gender					
		Average hours of training per employee *(Domestic & Overseas)*	Avg.hrs./person	23.78	32.51	28.87	12.76
		Male	Avg.hrs./person	N/A	N/A	17.59	13.92
		Female	Avg.hrs./person	N/A	N/A	46.00	10.96
		Amount spent on training and development	THB/year	2,407,828.91	5,592,115.70	6,234,727.38	1,798,796.00
		*The total number of training attendees (Each individual is only counted once) (target >=50% of total employees)	%	54.21%[2]	60.61%	54.85%	57.31%
		Remarks: *Counting the number of participants (without counting the same person repeatedly) according to the Department of Skill Development's criteria, participants must attend training for more than 6 hours per course. The certification of courses and the participant ratio will be reported within the month of March each year. 1. Announcement of the Committee for the Promotion of Labor Skill Development regarding the criteria for business operators exempt from contributing to the Labor Skill Development Fund for the year B.E. 2564: Clause 1: Companies who provide skills training to their employees, have their employees undergo testing for national skill standards and pass the National Skill Standard Test, or have employees who have been certified for their knowledge and ability, individually or combined, in a proportion of not less than 20% of the total number of employees in the year B.E. 2564. '2. Announcement of the Committee for the Promotion of Labor Skill Development regarding the criteria for business operators exempt from contributing to the Labor Skill Development Fund for the year B.E. 2565: Clause 1: Companies who provide skills training to their employees, have their employees undergo testing for national skill standards and pass the National Skill Standard Test, or have employees who have been certified for their knowledge and ability, individually or combined, in a proportion of not less than 30% of the total number of employees in the year B.E. 2565.					
	GRI 404-1	**Average hours of training per employee by levels**					
		Operation Level	count	268	251	256	235
		Training Hours – Operational Level	hours	3,027.00	3,838.10	3,956.60	1,512.00
		Average training hours in Operation Level	Avg. hrs/person	11.29	15.29	15.46	6.43
		Maneger Level *(Managerial to Executive Level)*	count	59	64	65	59
		Training Hours – ≥ Maneger Level	hours	2,660.50	3,723.30	5,341.40	1,775.00
		Average training hours in ≥ Maneger Level	Avg. hrs/person	45.09	58.18	82.18	30.08
		≥ C - Level	count	3	4	4	4
		Training Hours – in ≥ C-Level	hours	96.00	72.00	84.40	514.00
		Average training hours in ≥ C-Level	Avg. hrs/person	32.00	18.00	21.10	128.50
	GRI 404-2a	**Technical/Professional Skill Development** (Programs implemented and assistance provided to upgrade employee skills) (Avg. Training Hours/Employee/Year)					
		Advanced Data Insights					
		Total employees trained	count	N/A	N/A	N/A	20
		Male	count	N/A	N/A	N/A	8
		Female	count	N/A	N/A	N/A	12
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	120
		Airbus SAR imagery product training					
		Total employees trained	count	N/A	N/A	N/A	14
		Male	count	N/A	N/A	N/A	10
		Female	count	N/A	N/A	N/A	4
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	28

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022	2023	2024	2025
	GRI 404-2a	**Git Training**					
		Total employees trained	count	N/A	N/A	N/A	13
		Male	count	N/A	N/A	N/A	6
		Female	count	N/A	N/A	N/A	7
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	39
		KPIs Fast Track					
		Total employees trained	count	N/A	N/A	N/A	36
		Male	count	N/A	N/A	N/A	23
		Female	count	N/A	N/A	N/A	13
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	216
		Practical Understanding of KPIs session					
		Total employees trained	count	N/A	N/A	N/A	21
		Male	count	N/A	N/A	N/A	13
		Female	count	N/A	N/A	N/A	8
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	63
		Prompt Engineering					
		Total employees trained	count	N/A	N/A	N/A	42
		Male	count	N/A	N/A	N/A	31
		Female	count	N/A	N/A	N/A	11
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	42
		Self-Supervised Learning and Auto Labeling for Computer Vision					
		Total employees trained	count	N/A	N/A	N/A	18
		Male	count	N/A	N/A	N/A	12
		Female	count	N/A	N/A	N/A	6
		Total Technical/Professional Training Hours	Total Training Hours	N/A	N/A	N/A	108
	GRI 405-2	**Employee remuneration** **Employee remuneration by gender**					
		Total male employee remuneration	mil.THB	N/A	424.68	352.57	295.76
		- Average remuneration of male employees	mil.THB/person		2.16	1.80	1.63
		- Percentage of remuneration in male employees	%		69%	64%	64%
		Total female employee remuneration	mil.THB		194.29	196.88	164.19
		- Average remuneration of female employees	mil.THB/person		1.59	1.53	1.40
		- Percentage of remuneration in female employees	%		31%	36%	36%
		Total employee remuneration	mil. THB		618.97	549.45	459.94
		Average remuneration of employees	mil.THB/person		1.94	1.69	1.54
S2.4C		**Employee Provident Fund**					
		Total number of employees joining employee provident fund	person	304	290	308	274
		Percentage of total number of employees joining employee provident fund to total number of employees	%	92.12%	90.91%	94.77%	91.95%
		Total amount of provident fund contributed by the Company	mil. THB	23.02	22.85	23.06	22.71

ESG metrics	GRI STANDARD / SASB	Material Aspects	Unit	2022		2023		2024		2025	
S2.5R		**Diversity and Equal Opportunity** **Ratio of average remuneration of female employees to male employees**									
		Female : Male	ratio			0.74	1.00	0.85	1.00	0.86	1.00
ICT-S1.2 S4.2C		**Corporate Social Responsibility: CSR** **Promotion of access to information technology and digital services**									
		- Digital Online Learning Project for the Deaf (Thailand Online Learning Platform for the Deaf)	school/ student	1	250	1	246	N/A	N/A	N/A	N/A
		- *Technology for Lifelong Education project (Thaicom Express Wi-Fi for Lifelong Education)	community/ villager	1,002	3,922	793	2,968	1,620	6,291	1,720	6,644
S4.6R		Total amount spent on projects or activities for community/social development	THB/year	725,000.00		715,000.00		520,000.00		11,629,615.00	
	GRI 413-1	**Remarks:** Thaicom's "Technology for Lifelong Education" project aims to promote lifelong learning among the population, especially those in remote and underserved areas, and is committed to developing communities in all 4 dimensions: 1. Communication, 2. Education, 3. Public health, and 4. Environment. The goal is to complete implementation in all 24 locations by the year 2026. 1. Communication: Supporting communication through satellite-based internet service, known as "Thaicom Express Wi-fi," to offer high-speed internet access to people in remote areas. - Project Timeframe 2022 - 2023 covers a total population of 6,890 individuals within the community in 2023 (successfully achieved the target in 2023). 2. Education: Lifelong education management for target groups using various technologies. - Project Timeframe 2022 - 2023 covered 40 volunteer teachers in the area and 400 students under the jurisdiction of the Office of Department of Non-Formal Education (NFE) in 2023 (successfully achieved the target in 2023). 3. Public health: Telemedicine system 4. Environment: Utilizing satellite technology and data management systems for community forest management. **Evaluation Issues of the 'Technology for Lifelong Education Project** *1). Efficiency of Express Wi-Fi Equipment for Communication* *- Usage, connectivity, and registration* *- Integration with electricity systems at Community Education Centers in mountainous areas (CECs)* *- Internet signal stability* *- Wi-Fi signal broadcasting* *2). Utilization for Teaching and Learning Management* *- Benefits for curriculum-based teaching and learning* *- Benefits for teaching and learning following the royal initiative of Her Royal Highness Princess Maha Chakri Sirindhorn* *- Benefits for general knowledge instruction* *3) Utilization in Other Areas such as Public Health, Administration,* *4) Other Benefits*									
ICT-S2.1	GRI 413-2	**Electric and Magnetic Field (EMF) Safety** **Disputes/ Complaints from the community affected by electromagnetic waves**									
		Number of Disputes/ Complaints from the community affected by electromagnetic waves	case	0		0		0		0	
		The average measurements of electromagnetic waves in different frequency bands									
		ICNIRP and NTC standards (NTC TS 5001-2550)		300 *GHz* 9 *kHz*							
		- C-Band (4-8 GHz)	-	1.0E-05 - 1.0E-04		1.0E-05 - 1.0E-04		1.0E-05 - 1.0E-04		1.0E-05 - 1.0E-04	
		- KU-Band (12-18 GHz)	-	1.0E-07 - 1.0E-05		1.0E-07 - 1.0E-05		1.0E-07 - 1.0E-05		1.0E-07 - 1.0E-05	
		- KA-Band (26-40 GHz)	-	1.0E-08 - 1.0E-07		1.0E-08 - 1.0E-07		1.0E-08 - 1.0E-07		1.0E-08 - 1.0E-07	
		Remarks : - Electric and Magnetic Field (EMF) measurements referenced according to ICNIRP Guidelines for Limiting Exposure to TimeVarying Electric, Magnetic, and Electromagnetic Fields (Up to 300 GHz) in 1998 and National Telecommunications Commission (NTC) standard NTC TS 5001-2550 - Reference : Guideline for limiting Electric and Magnetic Filed exposure (NTC TS 5001-2550) (https://standard1.nbtc.go.th/getattachment/f5e92c08-118d-4ec0-8fa6-395d2e968084/a.aspx)									
S4.3C		**Community Dispute**									
		Number of community dispute	case	0		0		0		0	

Remarks

1. The boundary of this social performance reporting of Thaicom Public Company Limited for the Fiscal Year 2022 - 2025 covers the following a

   1.1 Headquarters - Bangkok (Office)

   1.2 Thaicom Teleport and DTH Center – Lat Lum Kaeo

Occupational Health and Safety

ESG metrics	GRI STANDARD	Material Aspects	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
		Occupational Health and Safety in workplace									
		The number of hours worked									
		- Employees	hours	686,400		663,520		634,400		579,312	
			hrs.(male:female)	440,960	245,440	409,760	253,760	382,592	251,808	351,864	227,448
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	hours	908		908		12,539		114,696	
			hrs.(male:female)	452	456	123	785	11,408	1,131	66,096	48,600
			Data coverage (%)	100%		100%		100%		100%	
		Recordable work-related injuries									
	GRI403-9	- Employees	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		Lost-Time Injury Frequency Rate : LTIFR									
S2.13C		- Employees	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
S2.15R		- Non-employee workers include contractors, interns or trainees, and subcontractors	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		High-Consequence Work-Related Injuries excluding fatalities									
	GRI403-9	- Employees	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	

ESG metrics	GRI STANDARD	Material Aspects	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
	GRI403-9	- Non-employee workers include contractors, interns or trainees, and subcontractors	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		Rate of fatality as a result of Work-Related Injury									
		- Employees	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
	GRI403-10	Recordable work-related ill health									
		- พนักงาน	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 200,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	

Remarks

1. The boundary of this social performance reporting of Thaicom Public Company Limited for the Fiscal Year 2022 - 2025 covers the following areas.
   1.1. Headquarters - Bangkok (Office)
   1.2. Thaicom Satellite Station, Ladlumkaew district, Pathum Thani
2. Contractors refer to individuals who are not employees of the company, including laborers hired on a contractual basis, freelance professionals, and volunteers, limited to contracting for building maintenance work that does not involve machinery operation and is not related to work in confined spaces.
3. To calculate work-related injuries, consider the cases where there is at least 1 day of workday absence, excluding injuries at the first-aid level.