

Anti-Corruption							
GRI		Unit	OR Performance				
			2021	2022	2023	2024	
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Governance Body						
	Governance Body Members						
	Governance body members that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	76	14	14	13	
		% of governance body members	100.00	100.00	100.00	100.00	
	- Bangkok	Number	No data	14	14	13	
		% of governance body members	No data	100.00	100.00	100.00	
	- Other Provinces	Number	No data	0	0	0	
		% of governance body members	No data	0.00	0.00	0.00	
	- International	Number	No data	0	0	0	
		% of governance body members	No data	0.00	0.00	0.00	
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Employees						
	Employees						
	Employees that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number of employees	1,532	1,628	1,783	1,858	
		% of Employees	100	100.00	100.00	100.00	
	- Bangkok	Number of employees	1125	1,203	1,335	1,401	
		% of Employees	73.43	73.89	74.87	75.40	
	- Other Provinces	Number of employees	386	401	425	439	
		% of Employees	25.20	24.63	23.84	23.63	
	- International	Number of employees	21	24	23	18	
		% of Employees	1.37	1.47	1.29	0.97	
	Employees breakdown by employment level						
	Executive (Level 16-19)	Number of employees	11	11	10	11	
		% of Employees	0.72	0.68	0.56	0.59	
	Middle management (Level 14-15)	Number of employees	50	51	57	59	
		% of Employees	3.26	3.13	3.20	3.18	
	Junior Management (Level 11-13 and Level 9-10 who responsible as Manager)	Number of employees	274	290	390	313	
		% of Employees	17.89	17.81	21.87	16.85	
	Senior Employee (Level 9-10)	Number of employees	331	355	281	400	
		% of Employees	21.61	21.81	15.76	21.53	
	Employee (Level 8 and below)	Number of employees	866	921	1,045	1,075	
		% of Employees	56.53	56.57	58.61	57.86	
	GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Business Partner and Subsidieries					
		Business Partners (Contractor/Suppliers/Service Providers/Joint Ventures)and Subsidiaries that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number of Business Partners and	No data	1,460	1,351	1,334
			% of Business Partners and Subsidieries	No data	100.00	100.00	100.00
		Suppliers/Contractors/Service Providers					
		Suppliers/Contractors/Service Providers that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number of Suppliers/Contractors/Se	No data	1446	1327	1312
			% of Suppliers/Contractors/Se	No data	100.00	100.00	100.00
		- Bangkok	Number of Suppliers/Contractors/Se	No data	842	779	658
			% of Suppliers/Contractors/Se	No data	58.23	58.70	50.15

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	- Other Provinces	Number of Suppliers/Contractors/Service Providers	No data	586	528	641
		% of Suppliers/Contractors/Service Providers	No data	40.53	39.79	48.86
	- International	Number of Suppliers/Contractors/Service Providers	No data	18	20	13
		% of Suppliers/Contractors/Service Providers	No data	1.24	1.51	0.99
	Subsidiaries					
	Subsidiaries that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number of Subsidiaries	No data	14	15	12
		% of Subsidiaries	No data	100.00	100.00	100.00
	- Bangkok	Number of Subsidiaries	No data	5	5	5
		% of Subsidiaries	No data	35.71	33.33	41.67
	- Other Provinces	Number of Subsidiaries	No data	N/A	-	-
		% of Subsidiaries	No data	N/A	0.00	0.00
	- International	Number of Subsidiaries	No data	9	10	7
		% of Subsidiaries	No data	64.29	66.67	58.33
	Joint Ventures					
	Joint Venture that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number of Joint Ventures	No data	No data	9	10
		% of Joint Ventures	No data	No data	100.00	100.00
	- Bangkok	Number of Joint Ventures	No data	No data	4	4
		% of Joint Ventures	No data	No data	44.44	40.00
	- Other Provinces	Number of Joint Ventures	No data	No data	2	2
		% of Joint Ventures	No data	No data	22.22	20.00
	- International	Number of Joint Ventures	No data	No data	3	4
		% of Joint Ventures	No data	No data	33.33	40.00
-	Code of Conduct and Anti-corruption Policies and Procedures Written/Digital Acknowledgement					
	Employees with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Employees	90.00	100.00	100.00	100.00
	Suppliers/Contractor/Service Providers with written/digital acknowledgement on code of conduct and anti corruption policies and procedures ^[4]	% of Suppliers/Contractor/Service Providers	51.34	100.00	100.00	100.00
	Subsidiaries with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Subsidiaries	No data	No data	60.00	91.67
	Joint Ventures with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Joint Ventures	No data	No data	78.00	100.00
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Training for Governance Body Members					
	Governance Body Members					
	Governance body members that have received training on code of conduct and anti-corruption	Number of governance members	No data	14	14	13
		% of governance body members	No data	100.00	100.00	100.00
	- Bangkok	Number of governance members	No data	14	14	13
		% of governance body members	No data	100.00	100.00	100.00
	- Other Provinces	Number of governance members	No data	No data	0	0
		% of governance body members	No data	No data	0.00	0.00

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			2021	2022	2023	2024
	- International	Number of governance	No data	No data	0	0
		% of governance body members	No data	No data	0.00	0.00
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Training for Employees					
	Employees					
	Employees that have received training on code of conduct and anti-corruption	Number of employees	1,450	1,444	1,825	1,929
		% of Employees	94.6	88.70	95.80	96.59
	- Bangkok	Number of employees	No data	No data	1,340	1,433
		% of Employees	No data	No data	70.34	71.76
	- Other Provinces	Number of employees	No data	No data	458	469
		% of Employees	No data	No data	24.04	23.49
	- International	Number of employees	No data	No data	27	27
		% of Employees	No data	No data	1.42	1.35
	Employees breakdown by employment level					
	Executive (Level 16-19)	Number of employees	No data	No data	13	17
		% of Employees	No data	No data	0.68	0.85
	Middle management (Level 14-15)	Number of employees	No data	No data	55	57
		% of employees	No data	No data	2.89	2.85
	Junior Management (Level 11-13 and Level 9-10 who responsible as Manager)	Number of employees	No data	No data	300	281
		% of Employees	No data	No data	15.75	14.07
	Senior Employee (Level 9-10)	Number of employees	No data	No data	412	429
		% of Employees	No data	No data	21.63	21.48
	Employee (Level 8 and below)	Number of employees	No data	No data	1,045	1,145
		% of Employees	No data	No data	54.86	57.34
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Training for Business Partners and Subsidiaries					
	Suppliers/Contractor/service providers that have received training on code of conduct and anti-corruption	% of Suppliers/Contractor/ser	No data	No data	No data	No data
	Subsidiaries that have received training on code of conduct and anti-corruption	% of Subsidiaries	No data	No data	100.00	100.00
	Joint Ventures that have received training on code of conduct and anti-corruption	% of Joint Ventures	No data	No data	No data	No data
GRI 2-27 (2021)	Compliance with Laws and Regulations					
	Total number of significant instances of non-compliance with laws and regulations ^[2]	Case	0	0	0	0
	- Instances for which fines were incurred	Case	0	0	0	0
	- Instances for which non-monetary sanctions were incurred	Case	0	0	0	0
	Total monetary value of significant fines	THB	0	0	0	0
	Percentage of revenues	% of Revenues	No data	0	No data	0
GRI 2-27 (2021)	Anti-Competitive Practices					
GRI 206-1 (2016)	Total amount of fines and settlements regarding anti-competitive behavior and violations of anti-trust and monopoly legislation	THB	0	0	0	0
	Percentage of revenues	% of Revenues	No Data	0	0	0

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GRI		Unit	OR Performance			
			2021	2022	2023	2024
GRI 206-1 (2016)	Legal actions for anti-competitive behavior, anti-trust, and monopoly practice					
	Total number of legal actions pending regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Case	0	0	0	0
	- Number of legal actions pending regarding anti-competitive behavior in which the organization has been identified as a participant	Case	No Data	0	0	0
	- Number of legal actions pending regarding violations of anti-trust/monopoly legislation in which the organization has been identified as a participant	Case	No Data	0	0	0
	Number of legal actions completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Case	0	0	0	0
	- Number of legal actions completed regarding anti-competitive behavior in which the organization has been identified as a participant	Case	No Data	0	0	0
	- Number of legal actions completed regarding violations of anti-trust/monopoly legislation in which the organization has been identified as a participant	Case	No Data	0	0	0
GRI 205-3 (2016)	Corruption & Bribery Cases					
	Number of ongoing external investigations for corruption & bribery cases					
	Number of corruption cases ongoing external investigations	Case	4	0	0	0
	Number of confirmed/substantiated incidents of corruption and actions taken					
	Total number of substantiated corruption & bribery cases	Case	0	0	1	0
	Public legal cases regarding corruption brought against the organization or its employees	Case	0	0	0	0
-	Reporting on breaches to our codes of conduct					
	Number of code of conduct breaches reporting					
	Total number of code of conduct breaches reporting	Case	14	18	13	10
	- Corruption	Case	6	9	1	8
	- Conflict of Interest	Case	0	0	0	0
	- Corporate Compliance	Case	3	1	3	1
	- Antitrust/Anticompetitive	Case	1	3	0	0
	- Discrimination	Case	4	2	0	1
	- Sexual Harassment	Case	0	0	1	0
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	0	2	0
	-Customer Privacy Data	Case	0	0	0	0
	- Other	Case	0	3	6	0
-	Number of code of conduct breaches ongoing investigation					
	Total number of code of conduct breaches ongoing investigation	Case	6	1	1	4
	- Corruption	Case	0	1	0	3
	- Conflict of Interest	Case	1	0	0	0
	- Corporate Compliance	Case			1	0
	- Antitrust/Anticompetitive	Case	1	0	0	0
	- Discrimination	Case	4	0	0	1
	- Sexual Harassment	Case	0	0	0	0
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	0	0	0
	- Customer Privacy Data	Case	0	0	0	0

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			2021	2022	2023	2024
	- Other	Case	0	0	0	0
-	Number of confirmed/substantiated code of conduct breaches					
	Total number of confirmed/substantiated code of conduct breaches	Case	1	1	2	1
	- Corruption	Case	0	0	1	0
	- Conflict of Interest	Case	0	0	0	0
	- Corporate Compliance	Case	1	1	0	1
	- Antitrust/Anticompetitive	Case	0	0	0	0
	- Discrimination	Case	0	0	0	0
	- Sexual Harassment	Case	0	0	1	0
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	0	0	0
	-Customer Privacy Data	Case	0	0	0	0
	- Other	Case	0	0	0	0
GRI 205-3 (2016)	Details of actions taken against the substantiated cases (both public legal case and code of conduct breach)					
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Case	0	0	2	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Case	0	0	0	0
	Total number of confirm incident in which employees were dismissed or disciplined for discriminatory behavior or harassment (including sexual harassment and non-sexual harassment)	Case	0	0	1	0

Remarks:

N/A (Not Applicable): There is no relevant to the operations of OR.

No Data: There is no data in the reporting year.

[1] Governance Body is included Board of Directors, but excluding Secretary to the Board. Due to he is Chief Executive Officer (CEO)

[2] Total number of significant instances of non-compliance with laws and regulations including Instances for which fines were incurred and Instances for which non-monetary sanctions were incurred. In 2024, OR has no non-compliance with laws and regulations.

[3] The Report of Ongoing investigation were reported as an internal investigation in OR. OR do not have any ongoing external investigation.

[4] OR prescribed that, suppliers with spending over 2 million baht are required to acknowledge and accept SSCOC via OR Portal.

[5] Number of total employees is combined Secondment in & Out . Thus, the total employees in this table may not equal to data provided in performance summary: people