



Anti-Corruption							
GRI		Unit	OR Performance				
			2022	2023	2024	2025	
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Governance Body ⁽¹⁾						
	Governance Body Members						
	Governance body members that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	14	14	13	14	
		% of governance body members	100.00	100.00	100.00	100.00	
	- Bangkok	Number	14	14	13	14	
		% of governance body members	100.00	100.00	100.00	100.00	
	- Other Provinces	Number	0	0	0	0	
		% of governance body members	0.00	0.00	0.00	0.00	
	- International	Number	0	0	0	0	
		% of governance body members	0.00	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	1,628	1,783	1,858	1,877	
		% of Employees	100.00	100.00	100.00	100.00	
	- Bangkok	Number of employees	1,203	1,335	1,401	1,408	
		% of Employees	73.89	74.87	75.40	75.01	
	- Other Provinces	Number of employees	401	425	439	449	
		% of Employees	24.63	23.84	23.63	23.92	
	- International	Number of employees	24	23	18	20	
		% of Employees	1.47	1.29	0.97	1.07	
	Employees breakdown by employment level						
	Executive (Level 16-19)	Number of employees	11	10	11	12	
		% of Employees	0.68	0.56	0.59	0.64	
	Middle management (Level 14-15)	Number of employees	55	57	59	56	
		% of Employees	3.38	3.20	3.18	2.98	
	Junior Management (Level 11-13 and Level 9-10 who responsible as Manager)	Number of employees	286	310	313	324	
		% of Employees	17.57	17.39	16.85	17.26	
	Senior Employee (Level 9-10)	Number of employees	355	361	400	405	
		% of Employees	21.81	20.25	21.53	21.58	
	Employee (Level 8 and below)	Number of employees	921	1,045	1,075	1,080	
		% of Employees	56.57	58.61	57.86	57.54	
	GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Business Partner and Subsidiaries					
		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 Subsidiaries	1,460	1,351	1,334	1586
			% of Business Partners and Subsidiaries	100.00	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/Service Providers	1446	1327	1312	1563
			% of Suppliers/Contractors/Service Providers	100.00	100.00	100.00	100.00
- Bangkok		Number of Suppliers/Contractors/Service Providers	842	779	658	1004	
		% of Suppliers/Contractors/Service Providers	58.23	58.70	50.15	64.24	
- Other Provinces		Number of Suppliers/Contractors/Service Providers	586	528	641	535	
		% of Suppliers/Contractors/Service Providers	40.53	39.79	48.86	34.23	

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	- International	Number of Suppliers/Contractors/Service Providers	18	20	13	24	
		% of Suppliers/Contractors/Service Providers	1.24	1.51	0.99	1.54	
	Subsidiaries						
	Subsidiaries that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number of Subsidiaries	14	15	12	13	
		% of Subsidiaries	100.00	100.00	100.00	100.00	
	- Bangkok	Number of Subsidiaries	5	5	5	6	
		% of Subsidiaries	35.71	33.33	41.67	46.15	
	- Other Provinces	Number of Subsidiaries	-	-	-	-	
		% of Subsidiaries	0.00	0.00	0.00	0.00	
	- International	Number of Subsidiaries	9	10	7	7	
		% of Subsidiaries	64.29	66.67	58.33	53.85	
	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	9	10	10.00	
		% of Joint Ventures	No data	100.00	100.00	100.00	
	- Bangkok	Number of Joint Ventures	No data	4	4	4	
		% of Joint Ventures	No data	44.44	40.00	40.00	
	- Other Provinces	Number of Joint Ventures	No data	2	2	2	
		% of Joint Ventures	No data	22.22	20.00	20.00	
	- International	Number of Joint Ventures	No data	3	4	4	
		% of Joint Ventures	No data	33.33	40.00	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	100.00	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 SuppliersContractor/Service Providers	100.00	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	60.00	91.67	92.31	
	Joint Ventures with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Joint Ventures	No data	78.00	100.00	90.00	
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Training for Governance Body Members^[1]						
	Governance Body Members						
	Governance body members that have received training on code of conduct and anti-corruption	Number of governance body members	14	14	13	14	
		% of governance body members	100.00	100.00	100.00	100.00	
	- Bangkok	Number of governance body members	14	14	13	14	
		% of governance body members	100.00	100.00	100.00	100.00	
	- Other Provinces	Number of governance body members	No data	0	0	0	
		% of governance body members	No data	0.00	0.00	0.00	
	- International	Number of governance body members	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 Training for Employees^[5]						
	Employees						
	Employees that have received training on code of conduct	Number of employees	1,444	1,825	1929.00	1951.00	



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			2022	2023	2024	2025
	and anti-corruption	% of Employees	88.70	95.80	96.59	96.78
	- Bangkok	Number of employees	No data	1,340	1,433	1,447
		% of Employees	No data	70.34	71.76	71.78
	- Other Provinces	Number of employees	No data	458	469	474
		% of Employees	No data	24.04	23.49	23.51
	- International	Number of employees	No data	27	27	30
		% of Employees	No data	1.42	1.35	1.49
	Employees breakdown by employment level					
	Executive (Level 16-19)	Number of employees	No data	13	17	12
		% of Employees	No data	0.68	0.85	0.60
	Middle management (Level 14-15)	Number of employees	No data	55	57	55
		% of employees	No data	2.89	2.85	2.73
	Junior Management (Level 11-13 and Level 9-10 who responsible as Manager)	Number of employees	No data	300	281	290
		% of Employees	No data	15.75	14.07	14.38
	Senior Employee (Level 9-10)	Number of employees	No data	412	429	419
		% of Employees	No data	21.63	21.48	20.78
	Employee (Level 8 and below)	Number of employees	No data	1,045	1,145	1,175
		% of Employees	No data	54.86	57.34	58.28
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/service providers	No data	No data	No data	No data
	Subsidiaries that have received training on code of conduct and anti-corruption	% of Subsidiaries	No data	100.00	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	0	No data	0	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	0	0	0	0
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	0	0	0	0



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			2022	2023	2024	2025
	- Number of legal actions pending regarding violations of anti-trust/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 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	0	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	0	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	0	0	0	0
	Number of confirmed/substantiated incidents of corruption and actions taken					
	Total number of substantiated corruption & bribery cases	Case	0	1	0	0
	Public legal cases regarding corruption brought against the organization or its employees	Case	0	0	0	0
-	Details of conviction and amount of fines related to corruption and bribery					
	Total amount of convictions related to corruption and bribery	Case			0	0
	Total amount of fines related to corruption and bribery cases	Thai Baht			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	18	13	10	7
	- Corruption	Case	9	1	8	1
	- Conflict of Interest	Case	0	0	0	1
	- Corporate Compliance	Case	1	3	1	3
	- Antitrust/Anticompetitive	Case	3	0	0	0
	- Discrimination	Case	2	0	1	1
	- Sexual Harassment	Case	0	1	0	1
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	2	0	0
	-Customer Privacy Data	Case	0	0	0	0
	- Other	Case	3	6	0	0
-	Number of code of conduct breaches ongoing investigation ^[3]					
	Total number of code of conduct breaches ongoing	Case	1	1	3	2
	- Corruption	Case	1	0	2	1
	- Conflict of Interest	Case	0	0	0	0
	- Corporate Compliance	Case		1	0	1
	- Antitrust/Anticompetitive	Case	0	0	0	0
	- Discrimination	Case	0	0	1	0
	- 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
	- Other	Case	0	0	0	0
-	Number of confirmed/substantiated code of conduct breaches					



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GRI		Unit	OR Performance			
			2022	2023	2024	2025
	Total number of confirmed/substantiated code of conduct	Case	1	2	1	1
	- Corruption	Case	0	1	0	0
	- Conflict of Interest	Case	0	0	0	0
	- Corporate Compliance	Case	1	0	1	1
	- Antitrust/Anticompetitive	Case	0	0	0	0
	- Discrimination	Case	0	0	0	0
	- Sexual Harassment	Case	0	1	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
	- 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 when contracts with business partners were terminated or not renewed due to violations related to corruption	Case	0	0	0	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.

[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