

| Social Performance | | | | | | | | | | | |
|--------------------|------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|------|
| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | | 2021 | | 2022 | | 2023 | |
| | SASB | | | count | % | count | % | count | % | count | % |
| 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, excluding self-employment, and no seasonal difference in manpower. | | | | | | | | |
| | | Total number of employees by gender | count | % | count | % | count | % | count | % | |
| | | Total number of employees | count/percent | 354 | 100% | 337 | 100% | 330 | 100% | 319 | 100% |
| | | Male | count/percent | 225 | 64% | 211 | 63% | 212 | 64% | 197 | 62% |
| | | Female | count/percent | 129 | 36% | 126 | 37% | 118 | 36% | 122 | 38% |
| | | Total number of employees by region | count | % | count | % | count | % | count | % | |
| | | Thai | count/percent | 333 | 94% | 322 | 96% | 317 | 96% | 314 | 98% |
| | | Indonesian | count/percent | 2 | 1% | 2 | 1% | 2 | 1% | 2 | 1% |
| | | Philippine | count/percent | 5 | 1% | 4 | 1% | 3 | 1% | 3 | 1% |
| | | Burmese | count/percent | 2 | 1% | 1 | 0% | 1 | 0% | 0 | 0% |
| | | Vietnamese | count/percent | 1 | 0% | 1 | 0% | 1 | 0% | 0 | 0% |
| | | Chinese | count/percent | 6 | 2% | 4 | 1% | 4 | 1% | 0 | 0% |
| | | Other regions (Bangladeshi, Mongolian, Nepali, Pakistani, German) | count/percent | 5 | 1% | 3 | 1% | 2 | 1% | 0 | 0% |
| | | Total number of employees by age groups | count | % | count | % | count | % | count | % | |
| | | Under 30 years old | count/percent | 14 | 4% | 11 | 3% | 16 | 5% | 34 | 11% |
| | | Between 30-50 years old | count/percent | 290 | 82% | 271 | 80% | 250 | 76% | 221 | 69% |
| | | Over 50 years old | count/percent | 50 | 14% | 55 | 16% | 64 | 19% | 64 | 20% |
| | | Total employment for males and females by age groups | count | % | count | % | count | % | count | % | |
| | | Under 30 years old | count/percent | 14 | 4% | 11 | 3% | 16 | 5% | 34 | 11% |
| | | Male employees under 30 years old | count/percent | 8 | 2% | 7 | 2% | 12 | 4% | 21 | 7% |
| | | Female employees under 30 years old | count/percent | 6 | 2% | 4 | 1% | 4 | 1% | 13 | 4% |
| | | Between 30-50 years old | count/percent | 290 | 82% | 271 | 80% | 250 | 76% | 221 | 69% |
| | | Male employees between 30-50 years old | count/percent | 185 | 52% | 169 | 50% | 156 | 47% | 131 | 41% |
| | | Female employees between 30-50 years old | count/percent | 105 | 30% | 102 | 30% | 94 | 28% | 90 | 28% |
| | | Over 50 years old | count/percent | 50 | 14% | 55 | 16% | 64 | 19% | 64 | 20% |
| | | Male employees over 50 years old | count/percent | 32 | 9% | 35 | 10% | 44 | 13% | 45 | 14% |
| | | Female employees over 50 years old | count/percent | 18 | 5% | 20 | 6% | 20 | 6% | 19 | 6% |
| | | Total employment by level | count | % | count | % | count | % | count | % | |
| | | ≥ C-Level | count/percent | 3 | 1% | 3 | 1% | 3 | 1% | 4 | 1% |
| | | Male | count/percent | 3 | 1% | 3 | 1% | 3 | 1% | 4 | 1% |
| | | Female | count/percent | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | | ≥ Manager - Level | count/percent | 64 | 18% | 61 | 18% | 59 | 18% | 64 | 20% |
| | | Male | count/percent | 41 | 12% | 36 | 11% | 36 | 11% | 38 | 12% |
| | | Female | count/percent | 23 | 6% | 25 | 7% | 23 | 7% | 26 | 8% |
| | | Operation employee level | count/percent | 287 | 81% | 273 | 81% | 268 | 81% | 251 | 79% |
| | | Male | count/percent | 181 | 51% | 172 | 51% | 173 | 52% | 155 | 49% |
| | | Female | count/percent | 106 | 30% | 101 | 30% | 95 | 29% | 96 | 30% |
| | | Total employment by location of workplace | count | % | count | % | count | % | count | % | |
| | | THAICOM-HQ (SJ Infinite I Business Complex) | count/percent | 0 | 0% | 5 | 1% | 170 | 52% | 163 | 51% |
| | | Male | count/percent | 0 | 0% | 1 | 0% | 83 | 25% | 75 | 24% |
| | | Female | count/percent | 0 | 0% | 4 | 1% | 87 | 26% | 88 | 28% |
| | | Thaicom Satellite Station - Ladlumkaeo | count/percent | 117 | 33% | 113 | 34% | 150 | 45% | 150 | 47% |
| | | Male | count/percent | 99 | 28% | 95 | 28% | 121 | 37% | 118 | 37% |
| | | Female | count/percent | 18 | 5% | 18 | 5% | 29 | 9% | 32 | 10% |

| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | | 2021 | | 2022 | | 2023 | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|---------------|------------|--------|------------|-------|------------|--------|------------|--------|--|
| | SASB | | | count | % | count | % | count | % | count | % | | |
| S2.1C | GRI 401-1 and GRI405-1 | Total employment by location of workplace | | count | % | count | % | count | % | count | % | | |
| | | Thaicom Satellite Station - Karai | | count/percent | 225 | 64% | 209 | 62% | 0 | 0% | 0 | 0% | |
| | | Male | | count/percent | 117 | 33% | 107 | 32% | 0 | 0% | 0 | 0% | |
| | | Female | | count/percent | 108 | 31% | 102 | 30% | 0 | 0% | 0 | 0% | |
| | | Overseas employees | | count/percent | 12 | 3% | 10 | 3% | 10 | 3% | 6 | 2% | |
| | | Male | | count/percent | 9 | 3% | 8 | 2% | 8 | 2% | 4 | 1% | |
| | | Female | | count/percent | 3 | 1% | 2 | 1% | 2 | 1% | 2 | 1% | |
| ICT-S3.2 | | Diversity of governance bodies and employees | | | | | | | | | | | |
| | | Female employees by levels | | | Percentage | | Percentage | | Percentage | | Percentage | | |
| | | Percentage of female employees share of total workforce | | % | 36% | | 37% | | 36% | | 38% | | |
| | | Percentage of female employees in top management positions (≥ C-Level) | | % | 0% | | 0% | | 0% | | 0% | | |
| | | Percentage of female employees in management positions (≥ Manager) | | % | 35.94% | | 40.98% | | 38.98% | | 40.63% | | |
| | | Percentage of female employees in Operation employee level | | % | 36.93% | | 37.00% | | 35.45% | | 38.25% | | |
| S2.2C | GRI 405-1 | Disabled employees or disadvantaged groups¹ | | | 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 | 342,335 | | 342,735 | | 342,735 | | 359,160 | | |
| | | Elderly employees (> 60 years)² | | | count | % | count | % | count | % | count | % | |
| | | Total number of elderly employees | | count/percent | 0 | 0% | 0 | 0% | 1 | 0% | 3 | 1% | |
| | | Male | | count/percent | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 1% | |
| | | Female | | count/percent | 0 | 0% | 0 | 0% | 1 | 0% | 1 | 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 dismissal and retirements) | | | | | | | | | | | |
| | | Employee turnover rate | | % | 13.56% | | 8.31% | | 12.42% | | 16.61% | | |
| | | Voluntary resignation rate | | % | 100% | | 100% | | 100% | | 100% | | |
| | | Employee turnover by gender | | | count | % | count | % | count | % | count | % | |
| | | Number of employee turnover | | count/percent | 48 | 13.56% | 28 | 8.31% | 41 | 12.42% | 53 | 16.61% | |
| | | Male | | count/percent | 39 | 11.02% | 20 | 5.93% | 22 | 6.67% | 41 | 12.85% | |
| | | Female | | count/percent | 9 | 2.54% | 8 | 2.37% | 19 | 5.76% | 12 | 3.76% | |
| | | Employee turnover by age groups | | | count | % | count | % | count | % | count | % | |
| | | Total number of employee turnover | | count/percent | 48 | 13.56% | 28 | 8.31% | 41 | 12.42% | 53 | 16.61% | |
| | | Under 30 years old | | count/percent | 2 | 0.56% | 4 | 1.19% | 8 | 2.42% | 4 | 1.25% | |
| | | Between 30-50 years old | | count/percent | 35 | 9.89% | 16 | 4.75% | 27 | 8.18% | 39 | 12.23% | |
| | | Over 50 years old | | count/percent | 11 | 3.11% | 8 | 2.37% | 6 | 1.82% | 10 | 3.13% | |
| 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. | | | | | | | | | | | | | |

| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | 2021 | 2022 | 2023 | | | | | |
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| | SASB | | | | | | | | | | | |
| | GRI 401-1 | Employee turnover (included dismissal, retirement, or death *) | | | | | | | | | | |
| | | Employee turnover rate | % | 14.97% | 8.31% | 13.03% | 16.93% | | | | | |
| | | Employee turnover by gender (included dismissal, retirement, or death*) | | | | | | | | | | |
| | | Number of employee turnover by gender | count/percent | 53 | 14.97% | 28 | 8.31% | 43 | 13.03% | 54 | 16.93% | |
| | | Male | count/percent | 42 | 11.86% | 20 | 5.93% | 24 | 7.27% | 42 | 13.17% | |
| | | Female | count/percent | 11 | 3.11% | 8 | 2.37% | 19 | 5.76% | 12 | 3.76% | |
| | | Employee turnover by types (included dismissal, retirement, or death*) | | | | | | | | | | |
| | | Total number of employee turnover | count | 53 | 14.97% | 28 | 8.31% | 43 | 13.03% | 54 | 16.93% | |
| | | - Voluntary employee turnover in male | count/percent | 39 | 13.56% | 20 | 8.31% | 22 | 12.42% | 41 | 16.61% | |
| | | - Voluntary employee turnover in female | count/percent | 9 | | 8 | | 19 | | 12 | | |
| | | - Retirement in male | count/percent | 1 | 0.28% | 0 | 0.00% | 1 | 0.30% | 1 | 0.31% | |
| | | - Retirement in female | count/percent | 0 | | 0 | | 0 | | 0 | | |
| | | - Early retirement in male | count/percent | 1 | 0.85% | 0 | 0.00% | 1 | 0.30% | 0 | 0.00% | |
| | | - Early retirement in female | count/percent | 2 | | 0 | | 0 | | 0 | | |
| | | - *Death of male employees (NWRI) | count/percent | 1 | 0.28% | 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. | | | | | | | | | | |
| | | 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. | | | | | | | | | | | | |
| | GRI 401-1 | New employees | | | | | | | | | | |
| | | Hiring rate | | | | | | | | | | |
| | | Hiring rate | count/percent | 7 | 1.98% | 17 | 5.04% | 33 | 10.00% | 30 | 9.40% | |
| | | New employment by gender | | | | | | | | | | |
| | | Male | count/percent | 2 | 0.56% | 12 | 3.56% | 21 | 6.36% | 17 | 5.33% | |
| | | Female | count/percent | 5 | 1.41% | 5 | 1.48% | 12 | 3.64% | 13 | 4.08% | |
| | | New employment by age groups | | | | | | | | | | |
| | | Total number of new employments | count/percent | 7 | 1.98% | 17 | 5.04% | 33 | 10.00% | 30 | 9.40% | |
| | | Under 30 years old | count/percent | 1 | 0.28% | 10 | 2.97% | 24 | 7.27% | 16 | 5.02% | |
| | | Between 30-50 years old | count/percent | 6 | 1.69% | 7 | 2.08% | 8 | 2.42% | 14 | 4.39% | |
| Over 50 years old | count/percent | 0 | 0.00% | 0 | 0.00% | 1 | 0.30% | 0 | 0.00% | | | |

| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | 2021 | 2022 | 2023 | |
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| | SASB | | | | | | | |
| | 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 | 129 | 126 | 118 | 122 | |
| | | Male | count | 0 | 0 | 0 | 0 | |
| | | Female | count | 129 | 126 | 118 | 122 | |
| | | Total number of employees that took parental leave, by gender | count | 0 | 0 | 0 | 1 | |
| | | Male | count | 0 | 0 | 0 | 0 | |
| | | Female | count | 0 | 0 | 0 | 1 | |
| | | Total number of employees that return to work after parental leave, by gender | count | 0 | 0 | 0 | 1 | |
| | | Male | count | 0 | 0 | 0 | 0 | |
| | | Female | count | 0 | 0 | 0 | 1 | |
| | | Total number of employees that return to work after parental leave ended and still employed ≥12 months, by gender | count | 0 | 0 | 0 | 0 | |
| | | Male | count | 0 | 0 | 0 | 0 | |
| | | Female | count | 0 | 0 | 0 | *N/A | |
| | | Remarks | | | | | | |
| | | *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 2023 could not be collected during the year 2023 because employees returning to work after taking parental leave did not reach a period of 12 months. | | | | | | |
| | | Return to work and retention rates of employees that took parental leave, by gender | % | N/A | N/A | N/A | 100% | |
| | | Male | % | N/A | | | | 0% |
| | | Female | % | N/A | | | | 100% |
| | | 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 = $\frac{\text{Total number of employees retained 12 months after returning to work following a period of parental leave}}{\text{Total number of employees returning from parental leave in the prior reporting period(s)}} \times 100$ | | | | | | | | |
| S2.7C | GRI 404-1 | Employee development (Training and Education) | | | | | | |
| | | Total training hours | hour /year | 7,119 | 10,791 | 7,847 | 10,371 | |
| | | Average hours of training per employee | Avg.hrs./person | 20.11 | 32.02 | 23.78 | 32.51 | |
| | | Amount spent on training and development | THB/year | 3,147,020.46 | 4,664,955.65 | 2,407,828.91 | 5,592,115.70 | |
| | | *The total number of training attendees (Each individual is only counted once) (target >=50% of total employees) | % | 53.85% | 35.48% ¹ | 54.21% ² | * 60.61% | |
| | | Remarks: | | | | | | |
| S2.10R | GRI 404-1 | *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. | | | | | | |

| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | 2021 | 2022 | 2023 | | | | |
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| | SASB | | | | | | | | | | |
| | GRI 404-1 | Average hours of training per employee by levels | | | | | | | | | |
| | | Average training hours in ≥ C-Level | Avg. hrs/person | 29.50 | 0.00 | 32.00 | 18.00 | | | | |
| | | Average training hours in ≥ Manager level | Avg. hrs/person | 0.40 | 38.51 | 45.09 | 58.18 | | | | |
| | | Average training hours in 'Operation level | Avg. hrs/person | 0.06 | 3.72 | 11.29 | 15.29 | | | | |
| S2.3C | GRI 405-2 | Employee remuneration | | | | | | | | | |
| | | Employee remuneration by gender | | | | | | | | | |
| | | Total male employee remuneration | mil.THB | N/A | | | | 424.68 | | | |
| | | - Average remuneration of male employees | mil.THB/person | | | | | 2.16 | | | |
| | | - Percentage of remuneration in male employees | % | | | | | 68.61% | | | |
| | | Total female employee remuneration | mil.THB | | | | | 194.29 | | | |
| | | - Average remuneration of female employees | mil.THB/person | | | | | 1.59 | | | |
| | | - Percentage of remuneration in female employees | % | | | | | 31.39% | | | |
| | | Total employee remuneration | mil. THB | | | | | 618.97 | | | |
| Average remuneration of employees | mil.THB/person | 1.94 | | | | | | | | | |
| S2.4C | GRI 405-2 | Employee Provident Fund | | | | | | | | | |
| | | Total number of employees joining employee provident fund | person | 353 | 333 | 304 | 290 | | | | |
| | | Percentage of total number of employees joining employee provident fund to total number of employees | % | 99.72% | 98.81% | 92.12% | 90.91% | | | | |
| | | Total amount of provident fund contributed by the Company | mil. THB | 31.59 | 29.08 | 23.02 | 22.85 | | | | |
| S2.5R | GRI 405-2 | Diversity and Equal Opportunity | | | | | | | | | |
| | | Ratio of average remuneration of female employees to male employees | | | | | | | | | |
| | | Female : Male | ratio | N/A | | | | 0.74 | 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 | 265 | 1 | 216 | 1 | 250 | 1 | 246 |
| S4.6R | GRI 413-1 | - *Technology for Lifelong Education project (Thaicom Express Wi-Fi for Lifelong Education) | community/ villager | N/A | N/A | N/A | N/A | 1,002 | 3,922 | 793 | 2,968 |
| | | Total amount spent on projects or activities for community/social development | THB/year | 150,000.00 | 300,000.00 | 725,000.00 | 715,000.00 | | | | |
| | GRI 413-1 | Remarks: Thaicom's the "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. | | | | | | | | | |

| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | 2021 | 2022 | 2023 | |
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| | SASB | | | | | | | |
| 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) | | $\sum_{9\text{ kHz}}^{300\text{ GHz}} R_f \leq 1$ | | | | |
| | | - 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-) - Reference : ICNIRP ; the "Guidelines for limiting exposure to time-varying electric, magnetic, and electromagnetic fields" (https://www.icnirp.org/cms/upload/publications/ICNIRPemfgdl.pdf) | | | | | | | | |
| S4.3C | | Community Dispute | | | | | | |
| | | Number of community dispute | case | 0 | 0 | 0 | 0 | |

Remarks

- The boundary of this social performance reporting of Thaicom Public Company Limited for the Fiscal Year 2020 - 2021 covers the following areas.
 - 1.1 Thaicom Satellite Station - Karai (the expiration of the operation concession was in September 2021)
 - 1.2 Thaicom Satellite Station - Ladlumkaeo
- The boundary of this social performance reporting of Thaicom Public Company Limited for the Fiscal Year 2022 - 2023 covers the following areas.
 - 2.1. SJ Infinite I Business Complex Fl. 28 and 29 (Office)
 - 2.2. Thaicom Satellite Station - Ladlumkaeo
- In 2023, Thaicom Public Company Limited reported social performance reporting following the reporting requirements of GRI 400. The previous values of social data were recalculated from 2020 to 2023 for this report. Any data from 2020 to 2023 that does not conform to the new standard will be replaced with N/A.

| Occupational Health and Safety | | | | | | | | | | | |
|--------------------------------|---------------------------------|--------------------------------------------------------------------|---------------------------------|------------------------------------------------|---------|------------|---------|------------|---------|------------|---------|
| ESG metrics | GRI STANDARD | Material Aspects | Unit | 2020 | | 2021 | | 2022 | | 2023 | |
| | | | | Male | Female | Male | Female | Male | Female | Male | Female |
| | GRI403-9 | Occupational Health and Safety in workplace | | | | | | | | | |
| | | The number of hours worked | | | | | | | | | |
| | | - Employees | hours | 741,984.00 | | 703,656.00 | | 686,400.00 | | 663,520.00 | |
| | | | hrs.(male:female) | 471,600 | 270,384 | 440,568 | 263,088 | 440,960 | 245,440 | 409,760 | 253,760 |
| | | | Data coverage (%) | 100% | | 100% | | 100% | | 100% | |
| | | - Contractors | hours | 1,019.00 | | 608.00 | | 908.00 | | 908.00 | |
| | | | hrs.(male:female) | 456 | 563 | 456 | 152 | 452 | 456 | 123 | 785 |
| | | | Data coverage (%) | 100% | | 100% | | 100% | | 100% | |
| | | Recordable work-related injuries | | | | | | | | | |
| | | - 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% | | |
| | | - Contractors | 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% | | |
| | | S2.13C | | Lost-Time Injury Frequency Rate : LTIFR | | | | | | | |
| - 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% | | | |
| - Contractors | 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 | | - Contractors | 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% | | | | |
| | GRI403-9 | High-Consequence Work-Related Injuries excluding fatalities | | | | | | | | | |
| | | - 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 | 2020 | | 2021 | | 2022 | | 2023 | | |
|---------------------------------|---------------------------------|------------------------------------------------------------|---------------------------------|------|--------|------|--------|------|--------|------|--------|--|
| | | | | Male | Female | Male | Female | Male | Female | Male | Female | |
| | GRI403-9 | - Contractors | 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 | | |
| | | | | 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 | | |
| | | | | 100% | | 100% | | 100% | | 100% | | |
| | | - Contractors | 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 | | |
| | 100% | | | 100% | | 100% | | 100% | | | | |
| | GRI403-10 | Recordable work-related ill health | | | | | | | | | | |
| | | - 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 | | | |
| | | | 100% | | 100% | | 100% | | 100% | | | |
| - Contractors | | 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 | | | | |
| | | 100% | | 100% | | 100% | | 100% | | | | |

Remarks

1. The boundary of this social performance reporting of Thaicom Public Company Limited for the Fiscal Year 2020 - 2021 covers the following areas.
 - 1.1 Thaicom Satellite Station - Karai (the expiration of the operation concession was in September 2021)
 - 1.2 Thaicom Satellite Station - Ladlumkaeo
2. The boundary of this social performance reporting of Thaicom Public Company Limited for the Fiscal Year 2022 - 2023 covers the following areas.
 - 2.1. SJ Infinite I Business Complex Fl. 28 and 29 (Office)
 - 2.2. Thaicom Satellite Station - Ladlumkaeo
3. In 2023, Thaicom Public Company Limited reported Occupational Health and Safety data following the reporting requirements of GRI 403 Occupational Health and Safety, version 2018. The previous values of Occupational Health and Safety data data were recalculated from 2020 to 2023 for this report. Any data from 2020 to 2023 that does not conform to the new standard will be replaced with N/A.
4. 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.
5. 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.