

Bangkok Dusit Medical Services GRI Content Index and Performance Report 2022

MOVING FORWARD
SUSTAINABLE
HEALTHCARE

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Economic Performance*

GRI Standard	Performance	Unit	2019	2020	2021	2022
201-1	Total Revenues	Million Baht	91,402.14	71,491.58	75,718.54	92,975.75
	Total Operating Income	Million Baht	83,773.84	69,057.16	75,713.96	92,968.65
	Total Assets	Million Baht	133,661.70	136,050.30	128,453.60	141,542.86
	Total Liabilities	Million Baht	46,480.11	44,587.55	40,688.69	47,830.07
	Total Equity	Million Baht	87,181.62	91,462.70	87,764.93	93,712.79
	Total Operating Expense	Million Baht	71,723.29	60,532.08	64,490.58	75,983.95
201-1	Total Employee Related Expenses - Salaries and Benefits	Million Baht	20,704.04	16,896.24	18,173.19	21,106.72
201-1	Taxes to government and local government authorities such as income tax, local maintenance tax, property tax and other specific taxes	Million Baht	3,873.46	2,751.38	2,103.37	3,227.15

*See further details of BDMS performance in [BDMS 56-1 One Report 2022](#)



Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
2-7	Employees by Employment Contract									
	Total Full-Time Employees	Person	33,306		31,107		31,217		33,415	
			5,790	27,516	5,424	25,683	5,360	25,857	5,763	27,652
		%	17.38	82.62	17.44	82.56	17.17	82.83	17.25	82.75
	Thailand	Person	32,977		30,801		30,849		33,031	
			5,687	27,290	5,327	25,474	5,226	25,623	5,620	27,411
	Cambodia	Person	329		306		368		384	
			103	226	97	209	134	234	143	241
	Total Part-Time Employees	Person	6,896		5,237		5,663		7,080	
			1,403	5,493	1,262	3,975	1,266	4,397	1,568	5,512
		%	20.35	79.65	24.10	75.90	22.36	77.64	22.15	77.85
	Thailand	Person	6,857		5,167		5,592		7,005	
			1,385	5,472	1,236	3,931	1,237	4,355	1,538	5,467
	Cambodia	Person	39		70		71		75	
			18	21	26	44	29	42	30	45
405-1	Diversity of Board of Directors and Employees									
	Diversity of Board of Directors									
	Board of Directors	Person	14		16		18		18	
			13	1	14	2	16	2	16	2
		% of total Board members	92.86	7.14	87.50	12.50	88.89	11.11	88.89	11.11
	Age < 30 years	Person	0		0		0		0	
			0	0	0	0	0	0	0	0
		% of total Board members	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Age 30-50 years	Person	1		1		1		1	
			1	0	1	0	1	0	1	0
		% of total Board members	7.14		6.25		5.56		5.56	
			7.14	0.00	6.25	0.00	5.56	0.00	5.56	0.00
	Age > 50 years	Person	13		15		17		17	
			12	1	13	2	15	2	15	2
		% of total Board members	92.86		93.75		94.44		94.44	
			85.71	7.14	81.25	12.50	83.33	11.11	83.33	11.11



Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Employee Diversity (by Position) (Excluding the President and consultants)									
	All Full-time Employees by Position	Person	33,298		31,096		30,844		33,403	
			5,782	27,516	5,415	25,681	5,338	25,506	5,754	27,649
		% of total employees	17.36	82.64	17.41	82.59	17.31	82.69	17.23	82.77
	All Employees in Management Levels	Person	1,255		1,270		1,120		1,396	
			399	856	398	872	333	787	437	959
		% of total employees of same level	31.79	68.21	31.34	68.66	29.79	70.21	31.30	68.70
	Senior Executives (no more than 2 positions below the President)	Person	16		14		16		12	
			13	3	12	2	14	2	10	2
		% of total employees of same level	81.25	18.75	85.71	14.29	87.50	12.50	83.33	16.67
	Age < 30 years	Person	0		0		0		0	
			0	0	0	0	0	0	0	0
		% of total employees of same level	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Age 30-50 years	Person	2		1		2		1	
			1	1	1	0	2	0	1	0
		% of total employees of same level	12.50		7.14		12.50		8.33	
			6.25	6.25	7.14	0.00	12.50	0.00	8.33	0.00
	Age > 50 years	Person	14		13		14		11	
			12	2	11	2	12	2	9	2
		% of total employees of same level	87.50		92.86		87.50		91.67	
			75.00	12.50	78.57	14.29	75.00	12.50	75.00	16.67
	Employees above the Senior Manager Level	Person	245		237		256		283	
			127	118	121	116	118	138	145	138
		% of total employees of same level	51.84	48.16	51.05	48.95	46.09	53.91	51.24	48.76
	Age < 30 years	Person	0		0		0		0	
			0	0	0	0	0	0	0	0
		% of total employees of same level	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Age 30-50 years	Person	101		90		85		106	
			54	47	45	45	33	52	55	51
		% of total employees of same level	41.22		37.97		33.20		37.45	
			22.04	19.18	18.99	18.99	12.89	20.31	19.43	18.02
	Age > 50 years	Person	144		147		171		177	
			73	71	76	71	85	86	90	87
		% of total employees of same level	58.78		62.03		66.80		62.55	
			29.80	28.98	32.07	29.96	33.20	33.59	31.80	30.75

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Employees in the Middle Manager Level	Person	847		870		719		898	
			235	612	240	630	181	538	236	662
		% of total employees of same level	27.74	72.26	27.59	72.41	25.17	74.83	26.28	73.72
	Age < 30 years	Person	10		11		5		10	
			4	6	6	5	3	2	4	6
		% of total employees of same level	1.18		1.26		0.70		1.12	
			0.47	0.71	0.69	0.57	0.42	0.28	0.45	0.67
	Age 30-50 years	Person	644		653		462		630	
			186	458	188	465	119	343	178	452
		% of total employees of same level	76.03		75.06		64.25		70.15	
			21.96	54.07	21.61	53.45	16.55	47.70	19.82	50.33
	Age > 50 years	Person	193		206		252		258	
			45	148	46	160	59	193	54	204
		% of total employees of same level	22.79		23.68		35.05		28.73	
			5.32	17.47	5.28	18.39	8.21	26.84	6.01	22.72
	Employees in the Junior Manager Level	Person	147		149		129		203	
			24	123	25	124	20	109	46	157
		% of total employees of same level	16.33	83.67	16.78	83.22	15.50	84.50	22.66	77.34
	Age < 30 years	Person	0		1		0		4	
			0	0	0	1	0	0	0	4
		% of total employees of same level	0.00		0.67		0.00		1.97	
			0.00	0.00	0.00	0.67	0.00	0.00	0.00	1.97
	Age 30-50 years	Person	113		113		84		164	
			19	94	21	92	16	68	40	124
		% of total employees of same level	76.87		75.84		65.12		80.78	
			12.92	63.95	14.09	61.75	12.40	52.72	19.70	61.08
	Age > 50 years	Person	34		35		45		35	
			5	29	4	31	4	41	6	29
		% of total employees of same level	23.13		23.49		34.88		17.25	
			3.40	19.73	2.68	20.81	3.10	31.78	2.96	14.29
	All Employees in the Operational Level	Person	32,043		29,826		29,724		32,007	
			5,383	26,660	5,017	24,809	5,005	24,719	5,317	26,690
		% of total employees of same level	16.80	83.20	16.82	83.18	16.84	83.16	16.61	83.39
	Age < 30 years	Person	12,983		10,426		9,671		11,212	
			1,815	11,168	1,432	8,994	1,302	8,369	1,532	9,680
		% of total employees of same level	40.52		34.96		32.54		35.03	
			5.66	34.86	4.80	30.16	4.38	28.16	4.79	30.24
	Age 30-50 years	Person	17,143		17,461		17,576		18,543	
			3,110	14,033	3,150	14,311	3,159	14,417	3,291	15,252
		% of total employees of same level	53.50		58.54		59.13		57.93	
			9.71	43.79	10.56	47.98	10.63	48.50	10.28	47.65
	Age > 50 years	Person	1,917		1,939		2,477		2,252	
			458	1,459	435	1,504	544	1,933	494	1,758
		% of total employees of same level	5.98		6.50		8.33		7.03	
			1.43	4.55	1.46	5.04	1.83	6.50	1.54	5.49

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	All Employees in the Manager Level Related to Healthcare (excluding doctors and senior executives)	Person	297		302		290		349	
			23	274	24	278	23	267	30	319
		% of total employees of same level	7.74	92.26	7.95	92.05	7.93	92.07	8.60	91.40
405-1	All Full-time Employees by Work Category	Person	33,306		31,107		30,857		33,415	
			5,790	27,516	5,424	25,683	5,360	25,497	5,763	27,652
		% of total employees	17.38	82.62	17.44	82.56	17.37	82.63	17.25	82.75
	Clinical Staff (excluding doctors) (e.g. nurses, pharmacists, physical therapists, radiologic technologists and medical scientists)	Person	18,051		16,780		19,117		18,081	
			1,226	16,825	1,138	15,642	1,554	17,563	1,199	16,882
		% of total employee in the same function	6.79	93.21	6.78	93.22	8.13	91.87	6.63	93.37
	Age < 30 years	Person	8,259		6,625		6,928		7,168	
			577	7,682	458	6,167	550	6,378	482	6,686
		% of total employee in the same function	45.75		39.48		36.24		39.65	
	Age 30-50 years	Person	8,964		9,281		10,760		9,880	
			582	8,382	618	8,663	881	9,879	651	9,229
		% of total employee in the same function	49.66		55.31		56.28		54.64	
	Age > 50 years	Person	828		874		1,429		1,033	
			67	761	62	812	123	1,306	66	967
		% of total employee in the same function	4.59		5.21		7.48		5.71	
	Employees - Support Staff	Person	15,255		14,327		11,740		15,334	
			4,564	10,691	4,286	10,041	3,806	7,934	4,564	10,770
		% of total employee in the same function	29.92	70.08	29.92	70.08	32.42	67.58	29.76	70.24
	Age < 30 years	Person	4,734		3,813		2,750		4,058	
			1,242	3,492	980	2,833	756	1,994	1,054	3,004
		% of total employee in the same function	31.03		26.61		23.42		26.46	
	Age 30-50 years	Person	9,039		9,037		7,452		9,566	
			2,788	6,251	2,787	6,250	2,462	4,990	2,914	6,652
		% of total employee in the same function	59.26		63.08		63.48		62.39	
	Age > 50 years	Person	1,482		1,477		1,538		1,710	
			534	948	519	958	588	950	596	1,114
		% of total employee in the same function	9.71		10.31		13.10		11.15	
			3.50	6.21	3.62	6.69	5.01	8.09	3.89	7.26

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Diversity of employees									
	Employee in STEM related position (Excluding Doctor)	Person	14,430		12,172		13,779		14,583	
			2,575	11,855	1,500	10,672	2,443	11,336	1,520	13,063
		% of STEM employee	17.84	82.16	12.32	87.68	17.73	82.27	10.42	89.58
	Expatriate Employees (Excluding Doctor)	Person	331		316		197		576	
		% of total employees	0.99		1.02		0.64		1.72	
	Employees by Ethnicity (Excluding Doctor)									
	Asian									
	Total number from all level	Person	33,282		31,068		30,840		33,390	
		% of total employees	99.93		99.87		99.94		99.92	
	Total number from management level	Person	1,245		1,265		1,113		1,220	
		% per total employee	99.20		99.61		99.38		87.39	
	Black or African American									
	Total number from all level	Person	2		4		2		1	
		% of total employees	0.01		0.01		0.01		0.01	
	Total number from management level	Person	1		0		1		0	
		% per total employee	0.08		0.00		0.09		0.00	
	Hispanic or Latino									
	Total number from all level	Person	1		3		0		2	
		% of total employees	0.00		0.01		0.00		0.01	
	Total number from management level	Person	0		0		0		0	
		% per total employee	0.00		0.00		0.00		0.00	
	White									
	Total number from all level	Person	21		32		15		22	
		% of total employees	0.06		0.10		0.05		0.06	
	Total number from management level	Person	9		5		7		7	
		% per total employee	0.72		0.39		0.62		0.50	
	Indigenous or Native									
	Total number from all level	Person	0		0		0		0	
		% of total employees	0.00		0.00		0.00		0.00	
	Total number from management level	Person	0		0		0		0	
		% per total employee	0.00		0.00		0.00		0.00	

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	New Hires									
	New Hires Employee	Person	7,236		2,958		4,993		9,247	
			1,328	5,908	597	2,361	948	4,045	1,569	7,678
		% per total employee	21.73		9.51		16.00		27.68	
			3.99	17.74	1.92	7.59	3.04	12.96	4.70	22.98
	Thailand	Person	7,173		2,915		4,945		9,181	
			1,308	5,865	587	2,328	935	4,010	1,544	7,637
		% per total new employment	99.13		98.54		99.04		99.29	
			18.08	81.05	19.84	78.70	18.73	80.31	16.70	82.58
	Age < 30 years	Person	5,088		1,807		3,465		6,519	
			784	4,304	313	1,494	555	2,910	945	5,574
		% per total new employment	70.32		61.08		69.40		70.51	
			10.83	59.48	10.58	50.51	11.12	58.28	10.22	60.28
	Age 30-50 years	Person	1,980		1,029		1,386		2,572	
			475	1,505	244	785	335	1,051	563	2,009
		% per total new employment	27.60		34.79		27.76		27.81	
			6.56	20.80	8.25	26.54	6.71	21.05	6.09	21.73
	Age > 50 years	Person	105		79		94		90	
			49	56	30	49	45	49	36	54
		% per total new employment	1.46		2.67		1.88		0.97	
			0.68	0.77	1.01	1.66	0.90	0.98	0.39	0.58
	Cambodia	Person	63		43		48		66	
			20	43	10	33	13	35	25	41
		% per total new employment	0.87		1.46		0.96		0.71	
			0.28	0.59	0.34	1.12	0.26	0.70	0.27	0.44
	Age < 30 years	Person	53		29		37		41	
			17	36	7	22	10	27	12	29
		% per total new employment	0.74		0.99		0.74		0.44	
			0.23	0.50	0.24	0.74	0.20	0.54	0.13	0.31
	Age 30-50 years	Person	8		13		10		21	
			1	7	3	10	2	8	10	11
		% per total new employment	0.11		0.45		0.20		0.23	
			0.01	0.10	0.10	0.34	0.04	0.16	0.11	0.12
	Age > 50 years	Person	2		1		1		4	
			2	0	0	1	1	0	3	1
		% per total new employment	0.03		0.03		0.02		0.04	
			0.03	0.00	0.00	0.03	0.02	0.00	0.03	0.01
DJSI 3.4.1	Percentage of open positions filled by internal candidates (internal hires or promotion)	positions	8,513		3,698		5,805		10,874	
	Including internal transfer positions and promotion/positions.	positions	647		673		683		963	
	Internal Hires or Promotion (%)	% of total vacancies	8.00		18.00		11.77		8.86	
	Age < 30 years	Person	121		133		158		180	
			27	94	33	100	30	128	35	145
	Age 30-50 years	Person	470		479		466		686	
			103	367	106	373	98	368	141	545
	Age > 50 years	Person	56		61		59		97	
			13	43	10	51	17	42	23	74

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
DJSI 3.3.3	Human Capital Return on Investment	Profit/total employee related expense*	1.95		1.95		1.62		1.81	
DJSI 3.4.1	Average hiring cost per employee	Baht/Person	35,637.62		35,316.08		37,875.94		39,264.75	
401-1	Turnover									
	Total employee turnover rate	Person	6,250		5,181		4,968		6,823	
			1,233	5,017	976	4,205	914	4,054	1,196	5,627
		% per total employee	18.76		16.66		16.10		20.42	
			3.70	15.06	3.14	13.52	2.96	13.14	3.58	16.84
	Thailand	Person	6,184		5,115		4,920		6,770	
			1,210	4,974	960	4,155	901	4,019	1,179	5,591
		% per total turnover employee	98.94		98.73		99.03		99.22	
			19.36	79.58	18.53	80.20	18.14	80.90	17.28	81.94
	Age < 30 years	Person	3,326		2,565		3,460		3,522	
			530	2,796	436	2,129	527	2,933	501	3,021
		% per total turnover employee	53.22		49.51		69.65		51.61	
			8.48	44.74	8.42	41.09	10.61	59.04	7.34	44.28
	Age 30-50 years	Person	2,518		2,113		1,367		2,924	
			581	1,937	399	1,714	330	1,037	586	2,338
		% per total turnover employee	40.29		40.78		27.52		42.86	
			9.30	30.99	7.70	33.08	6.64	20.87	8.59	34.27
	Age > 50 years	Person	340		437		93		324	
			99	241	125	312	44	49	92	232
		% per total turnover employee	5.44		8.43		1.87		4.75	
			1.58	3.86	2.41	6.02	0.89	0.99	1.35	3.40
	Cambodia	Person	66		66		48		53	
			23	43	16	50	13	35	17	36
		% per total turnover employee	1.06		1.27		0.97		0.78	
			0.37	0.69	0.31	0.97	0.27	0.70	0.25	0.53
	Age < 30 years	Person	36		29		37		24	
			10	26	7	22	10	27	9	15
		% per total turnover employee	0.58		0.56		0.74		0.35	
			0.16	0.42	0.14	0.42	0.20	0.54	0.13	0.22
	Age 30-50 years	Person	29		35		10		27	
			12	17	9	26	2	8	6	21
		% per total turnover employee	0.46		0.68		0.20		0.40	
			0.19	0.27	0.17	0.51	0.04	0.16	0.09	0.31
	Age > 50 years	Person	1		2		1		2	
			1	0	0	2	1	0	2	0
		% per total turnover employee	0.02		0.04		0.02		0.03	
			0.02	0.00	0.00	0.04	0.02	0.00	0.03	0.00

*Total employee-related expenses = accumulated salary and benefit of all employees

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Voluntary employee turnover rate	Person	4,526		3,660		4,079		5,507	
			775	3,751	599	3,061	692	3,387	923	4,584
		% per total employee	13.59		11.77		13.11		16.48	
			2.33	11.26	1.93	9.84	2.22	10.89	2.76	13.72
	Thailand	Person	4,484		3,602		4,046		5,465	
			759	3,725	586	3,016	683	3,363	909	4,556
		% per total voluntary turnover employee	99.07		98.42		99.19		99.24	
			16.77	82.30	16.01	82.40	16.74	82.45	16.51	82.73
	Age < 30 years	Person	2,568		2,077		2,238		2,979	
			370	2,198	338	1,739	356	1,882	427	2,552
		% per total voluntary turnover employee	56.74		56.75		54.87		54.10	
			8.17	48.56	9.23	47.51	8.73	46.14	7.75	46.34
	Age 30-50 years	Person	1,844		1,462		1,750		2,411	
			375	1,469	235	1,227	316	1,434	459	1,952
		% per total voluntary turnover employee	40.74		39.95		42.90		43.78	
			8.29	32.46	6.42	33.52	7.75	35.16	8.33	35.45
	Age >50 years	Person	72		63		58		75	
			14	58	13	50	11	47	23	52
		% per total voluntary turnover employee	1.59		1.72		1.42		1.36	
			0.31	1.28	0.36	1.37	0.27	1.15	0.42	0.94
	Cambodia	Person	42		58		33		42	
			16	26	13	45	9	24	14	28
		% per total voluntary turnover employee	0.93		1.58		0.81		0.76	
			0.35	0.57	0.36	1.23	0.22	0.59	0.25	0.51
	Age < 30 years	Person	24		27		18		22	
			8	16	6	21	6	12	9	13
		% per total voluntary turnover employee	0.53		0.74		0.44		0.40	
			0.18	0.35	0.16	0.57	0.15	0.29	0.16	0.24
	Age 30-50 years	Person	18		29		13		20	
			8	10	7	22	2	11	5	15
		% per total voluntary turnover employee	0.40		0.79		0.32		0.36	
			0.18	0.22	0.19	0.60	0.05	0.27	0.09	0.27
	Age > 50 years	Person	0		2		2		0	
			0	0	0	2	1	1	0	0
		% per total voluntary turnover employee	0.00		0.05		0.05		0.00	
			0.00	0.00	0.00	0.05	0.02	0.02	0.00	0.00

Social Performance

Employee Statistics Non-clinical and Clinical Staff (excluding doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Training & Education									
	Full-time Employee Training Hour	Average training hour per person	52		39		34		35	
			52	53	40	37	36	32	35	35
	Nurse	Average training hour per person	70		44		44		48	
			72	68	47	40	50	38	48	48
	Other Healthcare Professionals (e.g. Pharmacist, physical therapists, medical equipment technicians)	Average training hour per person	56		43		36		30	
			52	59	44	41	36	36	30	30
	Support Staff	Average training hour per person	31		30		23		28	
			31	31	30	30	22	23	28	28
	Average amount spent per FTE on training and development	Baht	6,379.00		2,134.00		1,406.00		2,013.00	
	Employee Engagement									
	Employee Engagement	% Employee Engagement	75		75		82		83	
			75	75	75	75	82	82	83	83
		% target	75		75		82		83	

Clinical Staff (only doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Doctors by Employment Contract									
2-7 2-8	Total Doctors by Type of Employment	Person	3,013		2,980		2,980		2,977	
			1,596	1,417	1,565	1,415	1,549	1,431	1,551	1,426
		%	52.97	47.03	52.52	47.48	51.98	48.02	52.10	47.90
	Thailand	Person	2,966		2,936		2,954		2,951	
			1,565	1,401	1,535	1,401	1,531	1,423	1,532	1,419
		% of total doctor	98.44		98.52		99.13		99.13	
			51.94	46.50	51.51	47.01	51.38	47.75	51.46	47.67
	Age < 30 years	Person	82		59		34		26	
			33	49	22	37	11	23	10	16
		% of total doctor	2.72		1.98		1.14		0.87	
			1.10	1.63	0.74	1.24	0.37	0.77	0.34	0.54
	Age 30-50 years	Person	2,021		1,985		1,979		1,953	
			934	1,087	902	1,083	883	1,096	872	1,081
		% of total doctor	67.08		66.61		66.41		65.60	
			31.00	36.08	30.27	36.34	29.63	36.78	29.29	36.31
	Age > 50 years	Person	863		892		941		972	
			598	265	611	281	637	304	650	322
		% of total doctor	28.64		29.93		31.58		32.65	
			19.85	8.80	20.50	9.43	21.38	10.20	21.83	10.82
	Cambodia	Person	47		44		26		26	
			31	16	30	14	18	8	19	7
		% of total doctor	1.56		1.48		0.87		0.87	
			1.03	0.53	1.01	0.47	0.60	0.27	0.64	0.24

Social Performance

Clinical Staff (only doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Age < 30 years	Person	1		0		1		2	
			0	1	0	0	1	0	2	0
		% of total doctor	0.03		0.00		0.03		0.07	
			0.00	0.03	0.00	0.00	0.03	0.00	0.07	0.00
	Age 30-50 years	Person	40		38		21		19	
			28	12	27	11	16	5	15	4
		% of total doctor	1.33		1.28		0.70		0.64	
			0.93	0.40	0.91	0.37	0.54	0.17	0.50	0.13
	Age > 50 years	Person	6		6		4		5	
			3	3	3	3	1	3	2	3
		% of total doctor	0.20		0.20		0.13		0.17	
			0.10	0.10	0.10	0.10	0.03	0.10	0.07	0.10
	Total Part-Time Doctors	Person	10,022		9,550		8,466		9,071	
			5,450	4,572	5,168	4,382	4,621	3,845	4,789	4,282
		%	54.38	45.62	54.12	45.88	54.58	45.42	52.79	47.21
	Thailand	Person	9,963		9,503		8,419		9,021	
			5,401	4,562	5,132	4,371	4,581	3,838	4,746	3,975
		% of total part-time doctors	99.41		99.51		99.44		99.45	
			53.89	45.52	53.74	45.77	54.11	45.33	52.32	47.13
	Age < 30 years	Person	841		703		371		381	
			377	464	325	378	175	196	197	184
		% of total part-time doctors	8.39		7.36		4.38		4.20	
			3.76	4.63	3.40	3.96	2.07	2.32	2.17	2.03
	Age 30-50 years	Person	7,444		7,096		6,324		6,907	
			3,826	3,618	3,607	3,489	3,202	3,122	3,349	3,558
		% of total part-time doctors	74.28		74.30		74.70		76.14	
			38.18	36.10	37.77	36.53	37.82	36.88	36.92	39.22
	Age > 50 years	Person	1,678		1,704		1,724		1,733	
			1,198	480	1,200	504	1,204	520	1,200	533
		% of total part-time doctors	16.74		17.84		20.36		19.10	
			11.95	4.79	12.57	5.28	14.22	6.14	13.23	5.87
	Cambodia	Person	59		47		47		50	
			49	10	36	11	40	7	43	7
		% of total part-time doctors	0.59		0.49		0.56		0.55	
			0.49	0.10	0.38	0.12	0.49	0.08	0.47	0.08
	Age < 30 years	Person	1		1		1		0	
			1	0	1	0	1	0	0	0
		% of total part-time doctors	0.01		0.01		0.01		0.00	
			0.01	0.00	0.01	0.00	0.01	0.00	0.00	0.00
	Age 30-50 years	Person	49		40		40		44	
			41	8	30	10	34	6	38	6
		% of total part-time doctors	0.49		0.42		0.47		0.49	
			0.41	0.08	0.31	0.10	0.40	0.07	0.42	0.07
	Age > 50 years	Person	9		6		6		6	
			7	2	5	1	5	1	5	1
		% of total part-time doctors	0.09		0.06		0.07		0.07	
			0.07	0.02	0.05	0.01	0.06	0.01	0.06	0.01

Social Performance

Clinical Staff (only doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	New Hires									
	New Hires Full-time Doctor	Person	373		252		239		256	
			184	189	116	136	115	124	136	120
		% per total Full-time Doctor	12.38		8.46		8.02		8.60	
			6.11	6.27	3.89	4.56	3.86	4.16	4.57	4.03
	Thailand	Person	370		246		233		254	
			184	186	112	134	111	122	134	120
		% per total new hires full-time doctor	99.20		97.62		97.49		99.22	
			49.33	49.87	44.44	53.17	46.44	51.05	52.34	46.88
	Cambodia	Person	3		6		6		2	
			0	3	4	2	4	2	2	0
		% per total new hires full-time doctor	0.80		2.38		2.51		0.78	
			0.00	0.80	1.59	0.79	1.67	0.84	0.78	0.00
	Turnover									
	Total Full-time Doctor turnover rate	Person	255		281		231		235	
			156	99	156	125	125	106	116	119
		% per total Full-time Doctor	8.46		9.43		7.75		7.89	
			5.18	3.29	5.23	4.19	4.19	3.56	3.90	4.00
	Thailand	Person	247		261		227		233	
			148	99	145	116	121	106	115	118
		% per total turnover Full-time doctor	96.86		92.88		98.27		99.16	
			58.04	38.82	51.60	41.28	52.38	45.89	48.94	50.21
	Cambodia	Person	8		20		4		2	
			8	0	11	9	4	0	1	1
		% per total turnover Full-time doctor	3.14		7.12		1.73		0.84	
			3.14	0.00	3.91	3.20	1.73	0.00	0.42	0.42
	Total Full-time Doctor voluntary turnover rate	Person	248		266		226		234	
			149	99	149	117	123	103	116	118
		% per total Full-time Doctor	8.24		8.93		7.58		7.86	
			4.95	3.29	5.00	3.93	4.13	3.46	3.90	3.96
	Thailand	Person	240		247		222		232	
			141	99	138	109	119	103	115	117
		% per total full-time doctor voluntary turnover	94.12		87.90		96.10		98.72	
			55.30	38.82	49.11	38.79	51.52	44.59	48.94	49.79
	Cambodia	Person	8		19		4		2	
			8	0	11	8	4	0	1	1
		% per total full-time doctor voluntary turnover	3.14		6.76		1.73		0.84	
			3.14	0.00	3.91	2.85	1.73	0.00	0.42	0.42

Social Performance

Clinical Staff (only doctors)

GRI Standard	Performance	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Doctor Training & Education									
	Continuing Medical Education of doctor	Average training credits per doctor per year	32.00		29.00		33.00		44.50	
			31.00	33.00	29.00	29.00	32.00	34.00	43.40	45.60
		Target training credits per doctor per year	20.00		20.00		20.00		20.00	
	Doctor Engagement									
	Doctor Engagement	% Doctor Engagement	81.20		82.36		83.76		84.14	
			81.71	80.66	83.06	81.66	84.27	83.25	84.44	83.84
		%Target	81.00		82.00		83.00		84.00	

Occupational Health and Safety

GRI Standard	Performance	Unit	2019	2020	2021	2022
403-9	Work-related injuries					
403-9	Employees					
403-9	Total number of fatalities	number	0	0	0	0
403-9	Fatalities rate	number per 1,000,000 hours worked	0	0	0	0
403-9	Total number of high-consequence work-related injuries	number	0	0	0	16
403-9	High-consequence work-related Injuries Rate	number per 1,000,000 hours worked	0	0	0	0.20
403-9	Total number of recordable work-related injuries	number	478	345	296	382
403-9	Recordable work-related injuries rate	number per 1,000,000 hours worked	8.69	6.98	6.02	4.89
	Lost-time Injury Frequency Rate (LTIFR)	number per 1,000,000 hours worked	0.01	0.01	0.02	0.20
403-9	Contractors					
403-9	Total number of fatalities	number	0	0	0	0
403-9	Fatalities rate	number per 1,000,000 hours worked	0	0	0	0
403-9	Total number of high-consequence work-related injuries	number	0	0	0	12
403-9	High-consequence work-related Injuries Rate	number per 1,000,000 hours worked	0	0	0	0.80
403-9	Total number of recordable work-related injuries	number	54	34	43	41
403-9	Recordable work-related injuries rate	number per 1,000,000 hours worked	3.92	2.64	3.43	2.73
	Lost-time Injury Frequency Rate (LTIFR)	number per 1,000,000 hours worked	1.09	0.47	0.40	0.80
403-10	Work-related ill health					
403-10	Employee					
403-10	Total number of fatalities	number	0	0	0	0
403-10	Total number of cases of recordable work-related ill health	number	2	0	4	7
403-10	Contractors					
403-10	Total number of fatalities	number	0	0	0	0
403-10	Total number of cases of recordable work-related ill health	number	10	3	1	0

Environmental Performance

GRI Standard	Performance	Unit	2019	2020	2021	2022
GHG Emissions						
	Total GHG emissions (Scope 1 + 2)	Tons CO ₂ eq	109,173.75	104,150.45	104,610.25	242,540.83
305-1	Gross direct (Scope 1) GHG emissions	Tons CO ₂ eq	9,083.30	7,717.09	8,674.20	33,688.43
305-1	Total biogenic CO ₂ emissions	Tons CO ₂ eq	0.00	0.00	0.00	475.15
305-2	Gross location-based energy indirect (Scope 2) GHG emissions	Tons CO ₂ eq	100,090.45	96,433.36	95,936.05	208,852.40
305-2	Gross market-based energy indirect (Scope 2) GHG emissions*	Tons CO ₂ eq	100,090.45	96,433.36	95,936.05	208,852.40
305-3	Other indirect (Scope 3) GHG emissions**	Tons CO ₂ eq	92,139.15	72,068.04	76,329.09	97,831.45
305-4	GHG Emissions Intensity (Scope 1 + 2)	Tons CO ₂ per Million Baht	1.19	1.46	1.38	2.61
Energy						
302-1	Total energy consumption within the organization	Gigajoule	725,826.33	701,586.52	700,031.93	1,789,482.45
302-1	Total non-renewable fuel consumption	Gigajoule	4,536.23	4,373.69	2,361.79	261,801.00
302-1	Total electricity purchased for consumption	Gigajoule	720,795.40	694,459.06	690,877.75	1,501,633.56
302-1	Total renewable energy consumption	Gigajoule	494.70	2,753.77	6,792.38	26,047.88
302-3	Energy Consumption Intensity	Gigajoule per Million Baht	7.94	9.81	9.25	19.25
	Total costs of energy consumption	Million Baht	739.64	703.95	701.70	2,309.11
Water						
303-5	Total water consumption from all areas	m ³	530,108.86	473,052.04	472,427.49	753,965.62
	Total water consumption from all areas with water stress	m ³	11,578.20	11,115.80	11,108.80	50,654.28
303-3	Total water withdrawal from all areas	m ³	2,777,650.95	2,494,338.96	2,462,513.42	3,625,977.12
	Water Withdrawal by source	m ³	2,719,759.95	2,438,759.96	2,406,969.42	3,375,319.12
	Surface water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m ³	0.00	0.00	0.00	4,903.00
	- Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0.00	0.00	0.00	0.00
	Ground water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m ³	195,510.25	179,531.20	194,295.90	185,132.10
	- Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0.00	0.00	0.00	0.00
	Third-Party water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m ³	2,524,249.70	2,259,228.76	2,212,673.52	3,185,284.02
	- Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0.00	0.00	0.00	0.00
	Total water withdrawal from all areas with water stress	m ³	57,891.00	55,579.00	55,544.00	250,658.00
	Third-Party water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m ³	57,891.00	55,579.00	55,544.00	250,658.00
	- Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0.00	0.00	0.00	0.00

Remark:
*Thailand's national electricity provider has an option to provide renewable energy certificate to BDMS energy facilities. However, we do not have any electricity product or supplier-specific data, therefore we use the location-based method with national grid averages to calculate market-based scope 2 emissions.

**Currently, BDMS uses Quantis tool to screen relevant scope 3 categories and identify the emissions size of relevant categories based on available data collected. However, for the next step, BDMS planned to extend the scope/coverage of GHG scope 3 data collection and calculation by collecting full scope 3 GHG inventory of relevant categories using calculation methodology in line with GHG protocol.

Environmental Performance

GRI Standard	Performance	Unit	2019	2020	2021	2022
303-4	Water Discharge	m³	2,235,963.89	2,010,171.12	1,978,977.13	2,872,011.50
	Water Discharge by destination	m³	2,189,651.09	1,965,707.92	1,934,541.93	2,672,007.78
	Surface water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m³	2,189,651.09	1,965,707.92	1,934,541.93	2,645,489.78
	- Other water (>1,000 mg/L Total Dissolved Solids)	m³	0.00	0.00	0.00	0.00
	Third-party water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m³	0.00	0.00	0.00	26,518.00
	- Other water (>1,000 mg/L Total Dissolved Solids)	m³	0.00	0.00	0.00	0.00
	Total water discharge to all areas with water stress	m³	46,312.80	44,463.20	44,435.20	200,003.72
	Surface water					
	- Fresh water (≤1,000 mg/L Total Dissolved Solids)	m³	46,312.80	44,463.20	44,435.20	200,003.72
	- Other water (>1,000 mg/L Total Dissolved Solids)	m³	0.00	0.00	0.00	0.00
	Water Consumption Intensity	m³ per Million Baht	5.93	6.77	6.39	8.11
Waste						
306-3	Total Weights of Waste	Tons	9,602.80	7,863.84	9,047.98	13,228.43
	Total Hazardous Waste	Tons	2,627.13	2,260.10	3,127.06	5,293.39
	Total Non-Hazardous Waste	Tons	6,975.67	5,603.73	5,920.92	7,935.04
306-4	Total weight of waste diverted from disposal	Tons	1,373.42	1,119.82	1,470.50	1,978.96
	Total weight of hazardous waste diverted from disposal	Tons	43.23	19.78	7.40	35.17
	Total weight of hazardous waste diverted from disposal onsite	Tons	0.00	0.00	0.00	0.00
	- Preparation for reuse	Tons	0.00	0.00	0.00	0.00
	- Recycling	Tons	0.00	0.00	0.00	0.00
	- Other recovery operations	Tons	0.00	0.00	0.00	0.00
	Total weight of hazardous waste diverted from disposal offsite	Tons	43.23	19.78	7.40	35.17
	- Preparation for reuse	Tons	0.00	0.00	0.00	0.00
	- Recycling	Tons	43.23	19.78	7.40	35.17
	- Other recovery operations	Tons	0.00	0.00	0.00	0.00
	Total weight of non-hazardous waste diverted	Tons	1,330.19	1,100.04	1,463.10	1,943.79
	Total weight of non-hazardous waste diverted from disposal onsite	Tons	1.70	1.35	1.30	49.21
	- Preparation for reuse	Tons	1.54	1.19	1.30	0.00
	- Recycling	Tons	0.00	0.00	0.00	0.00
	- Other recovery operations	Tons	0.16	0.16	0.00	49.21
	Total weight of non-hazardous waste diverted from disposal offsite	Tons	1,328.49	1,098.69	1,461.80	1,894.58
	- Preparation for reuse	Tons	0.00	0.00	0.00	0.00
	- Recycling	Tons	738.78	620.83	638.90	1,786.44
	- Other recovery operations	Tons	589.71	477.86	822.90	108.14

Environmental Performance

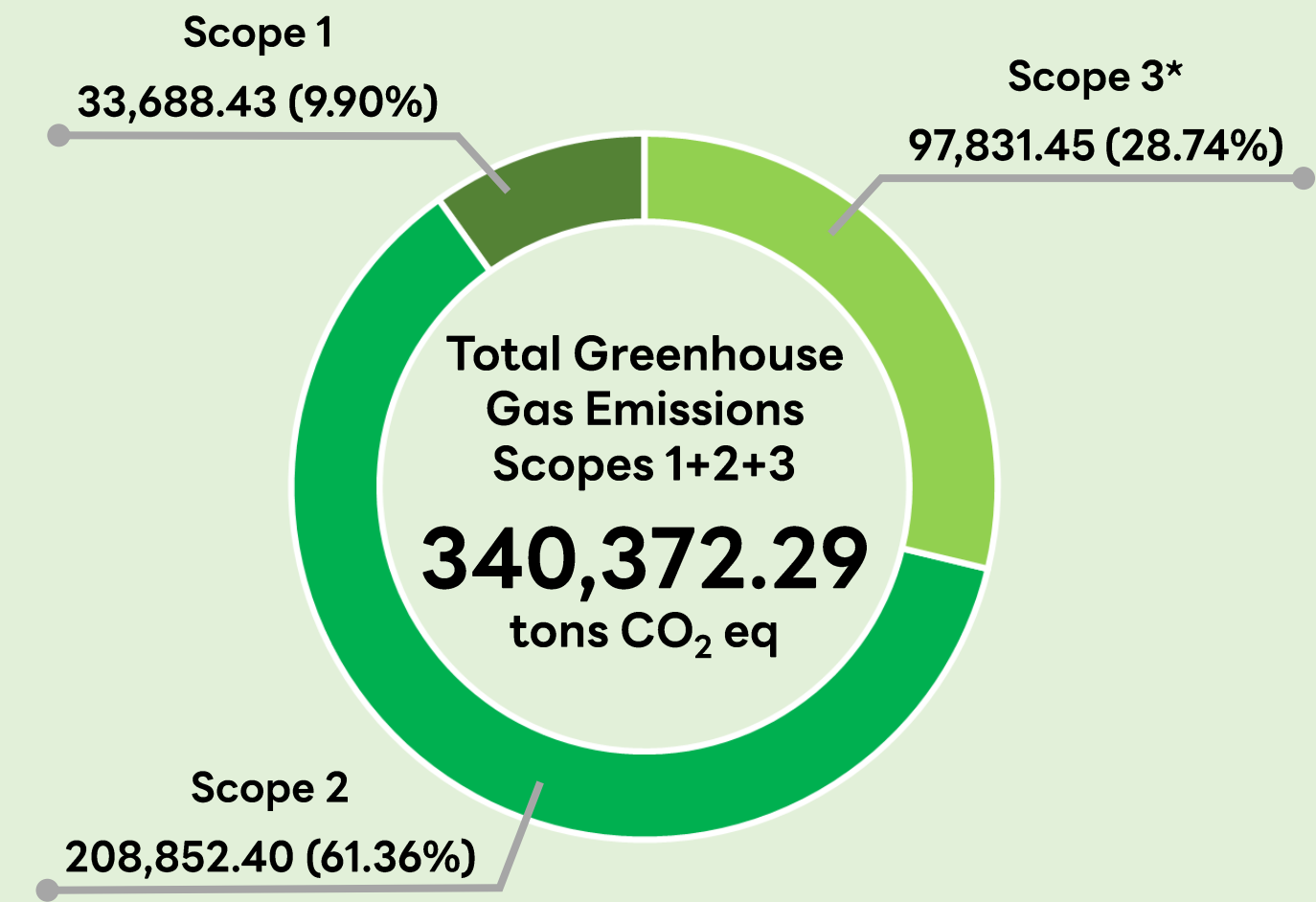
GRI Standard	Performance	Unit	2019	2020	2021	2022
306-5	Total weight of waste directed to disposal	Tons	8,229.38	6,744.01	7,577.48	11,249.47
	Total weight of hazardous waste directed to disposal	Tons	2,583.90	2,240.32	3,119.66	5,258.22
	Total weight of hazardous waste directed to disposal onsite	Tons	0.00	0.00	0.00	0.00
	- Incineration (with energy recovery)	Tons	0.00	0.00	0.00	0.00
	- Incineration (without energy recovery)	Tons	0.00	0.00	0.00	0.00
	- Landfilling	Tons	0.00	0.00	0.00	0.00
	- Other disposal operations	Tons	0.00	0.00	0.00	0.00
	Total weight of hazardous waste directed to disposal offsite	Tons	2,583.90	2,240.32	3,119.66	5,258.22
	- Incineration (with energy recovery)	Tons	0.00	0.00	0.00	176.94
	- Incineration (without energy recovery)	Tons	2,575.37	2,234.84	3,114.36	5,070.01
	- Landfilling	Tons	8.53	5.49	5.30	11.27
	- Other disposal operations	Tons	0.00	0.00	0.00	0.00
	Total weight of non-hazardous waste directed to disposal	Tons	5,645.49	4,503.69	4,457.82	5,991.25
	Total weight of non-hazardous waste directed to disposal onsite	Tons	0.00	0.00	0.00	0.00
	- Incineration (with energy recovery)	Tons	0.00	0.00	0.00	0.00
	- Incineration (without energy recovery)	Tons	0.00	0.00	0.00	0.00
	- Landfilling	Tons	0.00	0.00	0.00	0.00
	- Other disposal operations	Tons	0.00	0.00	0.00	0.00
	Total weight of non-hazardous waste directed to disposal offsite	Tons	5,645.49	4,503.69	4,457.82	5,991.25
	- Incineration (with energy recovery)	Tons	396.81	345.78	398.80	552.25
	- Incineration (without energy recovery)	Tons	863.58	748.33	717.82	404.91
	- Landfilling	Tons	4,385.10	3,409.58	3,341.20	5,034.09
	- Other disposal operations	Tons	0.00	0.00	0.00	0.00
	Waste Intensity	Tons per Million Baht	0.11	0.11	0.12	0.14

2022 Environmental Target

	Unit	Performance	Target
GHG emissions Scope 1	Tons CO ₂ eq	33,688.43	≤ 32,813.00
GHG emissions Scope 2	Tons CO ₂ eq	208,852.40	≤ 215,838.00
GHG emissions Scope 3	Tons CO ₂ eq	97,831.45	≤ 100,000.00
Non-renewable fuel consumption	Gigajoule	1,763,434.56	≤ 1,656,887.00
Renewable fuel consumption	Gigajoule	26,047.88	≥ 20,000.00
Water consumption	m ³	753,965.62	≤ 716,100.00
Waste directed to disposal	Tons	11,249.47	≤ 11,000.00

Environmental Performance

2022 Greenhouse Gas Management Data



tons CO ₂ eq	Scope 3 Breakdown*	tons CO ₂ eq	Scope 3 Breakdown*
12,102.36	Purchased goods and services	0.00	Downstream transportation and distribution
0.00	Capital goods	0.00	Processing of sold products
50,192.40	Fuel- and energy-related activities	0.00	Use of sold products
830.44	Upstream transportation and distribution	234.52	End-of-life treatment of sold products
9,965.17	Waste generated in operations	0.00	Downstream leased assets
4,106.56	Business travel	0.00	Franchises
20,400.00	Employee commuting	0.00	Investments
0.00	Upstream leased assets		

*Currently, BDMS uses Quantis tool to screen relevant scope 3 categories and identify the emissions size of relevant categories based on available data collected. However, for the next step, BDMS planned to extend the scope/coverage of GHG scope 3 data collection and calculation by collecting full scope 3 GHG inventory of relevant categories using calculation methodology in line with GHG protocol.

GRI Content Index 2022

Statement of use	Bangkok Dusit medical Services PLC has reported in accordance with the GRI Standards for the period of 1 st January 2022 to 31 st December 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI Standard	Disclosure	Location	Omission /Remark
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	BDMS SD Report 2022 page 9-10	
	2-2 Entities included in the organization's sustainability reporting	BDMS SD Report 2022 page 149	
	2-3 Reporting period, frequency and contact point	BDMS SD Report 2022 page 13	
	2-4 Restatements of information	BDMS SD Report 2022 page 13, 51, 52,149	
	2-5 External assurance	BDMS SD Report 2022 page 160	
	2-6 Activities, value chain and other business relationships	BDMS SD Report 2022 page 12, 77	
	2-7 Employees	GRI Content Index 2022 page 4-12	
	2-8 Workers who are not employees	See Omission	This information is currently not available and will be collected in the future.
	2-9 Governance structure and composition	BDMS SD Report 2022 page 21, 23	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-10 Nomination and selection of the highest governance body	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-11 Chair of the highest governance body	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-12 Role of the highest governance body in overseeing the management of impacts	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-13 Delegation of responsibility for managing impacts	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-14 Role of the highest governance body in sustainability reporting	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-15 Conflicts of interest	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-16 Communication of critical concerns	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-17 Collective knowledge of the highest governance body	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-18 Evaluation of the performance of the highest governance body	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-19 Remuneration policies	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-20 Process to determine remuneration	See Remark	See further details in BDMS Annual Report at https://investor.bangkokhospital.com/en/downloads/annual-report
	2-21 Annual total compensation ratio	See Omission	This information is not disclosed due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	BDMS SD Report 2022 page 2	

GRI Content Index 2022

GRI Standard	Disclosure	Location	Omission/Remark
GRI 2: General Disclosures 2021	2-23 Policy commitments	BDMS SD Report 2022 page 25-32, 57, 64, 66-67, 79, 91, 95, 129	See further details of each policy at https://investor.bangkokhospital.com/en/corporate-governance ; and www.bdms.co.th/sustainability
	2-24 Embedding policy commitments	See Remark	See details in each policy as prescribed in GRI 2-23
	2-25 Processes to remediate negative impacts	BDMS SD Report 2022 page 30-31	
	2-26 Mechanisms for seeking advice and raising concerns	BDMS SD Report 2022 page 30-31	
	2-27 Compliance with laws and regulations	BDMS SD Report 2022 page 32, 66-67	
	2-28 Membership associations	BDMS SD Report 2022 page 11	
	2-29 Approach to stakeholder engagement	BDMS SD Report 2022 page 51-53	
	2-30 Collective bargaining agreements	BDMS SD Report 2022 page 97	
Material Topics			
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	BDMS SD Report 2022 page 51-53	
	3-2 List of material topics	BDMS SD Report 2022 page 51-53	
	3-3 Management of material topics	See details in each chapter	
Service Quality and Patient Safety			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	BDMS SD Report 2022 page 55	
GRI Not Applicable	BDMS accreditation result	BDMS SD Report 2022 page 60	
Customer Privacy and Data Security			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	BDMS SD Report 2022 page 64	
Innovation and Partnership			
GRI Not Applicable	Number of innovation development projects.	BDMS SD Report 2022 page 71	
Supply Chain Management			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	BDMS SD Report 2022 page 77	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	BDMS SD Report 2022 page 77	
Customer Relationship Management			
GRI Not Applicable	Patient's perception towards service behaviors	BDMS SD Report 2022 page 83	
Employee Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	BDMS SD Report 2022 page 89-91	
	403-2 Hazard identification, risk assessment, and incident investigation	BDMS SD Report 2022 page 89-91	
	403-3 Occupational health services	BDMS SD Report 2022 page 89-91	
	403-4 Worker participation, consultation, and communication on occupational health and safety	BDMS SD Report 2022 page 89-91	
	403-5 Worker training on occupational health and safety	BDMS SD Report 2022 page 92-95	
	403-6 Promotion of worker health	BDMS SD Report 2022 page 92-95	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	BDMS SD Report 2022 page 92-95	

GRI Content Index 2022

GRI Standard	Disclosure	Location	Omission/Remark
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	BDMS SD Report 2022 page 89, GRI Content Index 2022 page 15	
	403-10 Work-related ill health	BDMS SD Report 2022 page 91, GRI Content Index 2022 page 15	
Energy and Climate Change Management			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GRI Content Index 2022 page 16	
	302-3 Energy intensity	GRI Content Index 2022 page 16	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GRI Content Index 2022 page 16	
	305-2 Energy indirect (Scope 2) GHG emissions	GRI Content Index 2022 page 16	
	305-3 Other indirect (Scope 3) GHG emissions	GRI Content Index 2022 page 16	
	305-4 GHG emissions intensity	GRI Content Index 2022 page 16	
Waste Management			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	BDMS SD Report 2022 page 138-139	
	306-3 Waste generated	GRI Content Index 2022 page 17	
	306-4 Waste diverted from disposal	GRI Content Index 2022 page 17	
	306-5 Waste directed to disposal	GRI Content Index 2022 page 18	
Water Stewardship			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	BDMS SD Report 2022 page 143-147	
	303-2 Management of water discharge-related impacts	BDMS SD Report 2022 page 143-147	
	303-3 Water withdrawal	GRI Content Index 2022 page 16	
	303-4 Water discharge	GRI Content Index 2022 page 17	
	303-5 Water consumption	GRI Content Index 2022 page 16	