

## Performance Summary

### ECONOMIC PERFORMANCE

GRI Standard	Performance	Unit	2021	2022	2023	2024
201-1	Direct economic value generated and distributed					
	Direct economic value generated					
	Revenue	Million Baht	11,964	15,568	17,015	14,342
	Economic Value distributed					
	Operating Cost	Million Baht	6,306	9,574	10,072	7,184
	Employee wages and benefits		961	871	1,046	1,209
	Annual dividend payment		1,348	2,098	2,499	2,749
	Payment to the government		679	546	581	710
	Social investment		7	44	42	35
	Economic value retained	Million Baht	2,663	2,435	2,774	2,456
205-2	Anti-corruption					
	Communication and training on anti-corruption policy to governance body members					
	WHA Industrial Development	%	100	100	100	100
	WHA Utilities and Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Total amount of political contributions					
	WHA Industrial Development	Million Baht	0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	Communication and training on anti-corruption policy to employees					
	WHA Industrial Development	%	100	100	100	100
	WHA Utilities and Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Communication on anti-corruption policy to business partners					
	WHA Industrial Development	%	N/A	100	100	100
	WHA Utilities and Power		N/A	100	100	100
	WHA Logistics		N/A	100	100	100
	WHA Digital		N/A	100	100	100
205-3	Anti-competitive practice					
	Total amount of fines and settlements	Baht	0	0	0	0
	Total amount of fines and settlements	% of revenues	0	0	0	0
	Confirmed Incidents of Corruption and Bribery					
	Total number of confirmed incidents of corruption	Case	0	0	0	0
	Number of employees who were dismissed due to corruption	Person	0	0	0	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
	Business partners who were terminated or not renewed due to corruption	Number	0	0	0	0
	Public legal cases regarding corruption (public investigations, prosecution or close cases)	Case	0	0	0	0
	Cost of fines related to corruption					
	Cost of fines	Baht	0	0	0	0
	Provisions for fines and settlements specified for ESG issues in audited accounts					
	Provisions for fines	Baht	0	0	0	0
	Violations of Business Ethics					
	Violations received from grievance mechanisms specified by the company	Case	0	0	0	0
	Violations that are in the process of being resolved	Case	0	0	0	0
	Violations that have been resolved	Case	0	0	0	0

GRI Standard	Performance	Unit	2021	2022	2023	2024
	Confirmed incidents of Discrimination or Harassment					
	Total number of confirmed incidents of Discrimination or Harassment	Case	0	0	0	0
	Confirmed incidents of Conflicts of Interest					
	Total number of confirmed incidents of Conflicts of Interest	Case	0	0	0	0
	Confirmed incidents of Conflicts of Money Laundering or Insider trading					
	Total number of confirmed incidents of Money Laundering or Insider trading	Case	0	0	0	0
	Written/Digital Acknowledgement of codes of conduct					
	Employees	%	100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Contractors/ Suppliers/ Service Providers		100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Subsidiaries	%	100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Joint Ventures (including stakes above 10%)		100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Training Provided of codes of conduct					
	Employees	%	100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Contractors/ Suppliers/ Service Providers		100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Subsidiaries	%	100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	Joint Ventures (including stakes above 10%)		100	100	100	100
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Case	0	0	0	0

Supply Chain Management

GRI Standard	Performance	Unit	2021	2022	2023	2024		
308-1	Supplier Environmental Assessment							
	New suppliers that were screened using environmental criteria							
	New suppliers that were screened using environmental criteria	Number	2	4	0	6		
		%	100	100	0	100		
	WHA Industrial Development	Number	1	0	0	3		
	WHA Utilities and Power		0	4	0	3		
	WHA Logistics		0	0	0	0		
	WHA Digital		1	0	0	0		
308-2	Negative environmental impacts in the supply chain and actions taken							
	Number of suppliers assessed for environmental impacts	Number	29	21	17	17		
	WHA Industrial Development		9	5	4	4		
	WHA Utilities and Power		16	14	12	12		
	WHA Logistics		1	1	1	1		
	WHA Digital		3	1	0	0		
	Number of suppliers identified as having significant actual and potential negative environmental impacts.		0	0	0	0		
	WHA Industrial Development		0	0	0	0		
	WHA Utilities and Power		0	0	0	0		
	WHA Logistics		0	0	0	0		
	WHA Digital		0	0	0	0		
	414-1		Supplier Social Assessment					
			New suppliers that were screened using social criteria					
New suppliers that were screened using social criteria		Number	2	4	0	6		
		%	100	100	0	100		
WHA Industrial Development		Number	1	0	0	3		
WHA Utilities and Power			0	4	0	3		
WHA Logistics			0	0	0	0		
WHA Digital			1	0	0	0		
414-2	Negative social impacts in the supply chain and actions taken							
	Number of suppliers assessed for social impacts	Number	29	21	17	17		
	WHA Industrial Development		9	5	4	4		
	WHA Utilities and Power		16	14	12	12		
	WHA Logistics		1	1	1	1		
	WHA Digital		3	1	0	0		
	Number of suppliers identified as having significant actual and potential negative social impacts.		0	0	0	0		
	WHA Industrial Development		0	0	0	0		
	WHA Utilities and Power		0	0	0	0		
	WHA Logistics		0	0	0	0		
	WHA Digital		0	0	0	0		
	S&P CSA		Total tier 1 supplier					
Absolute number of suppliers		Number	638	594	583	680		
Share of total procurement spent		%	100	100	100	100		
Critical tier 1 suppliers								
Absolute number of suppliers		Number	29	21	17	17		
Share of total procurement spent		%	81	81	80	80		
Critical non-tier 1 suppliers								
Absolute number of suppliers		Number	2	4	4	5		
Supply chain risk exposure								
Tier 1 suppliers assessed (for sustainability risks) in the last 3 years		Number	638	594	583	680		
		%	100	100	100	100		
Tier 1 suppliers classified as high-risk		Number	0	0	0	0		
		%	0	0	0	0		
Critical non-tier 1 suppliers assessed (for sustainability risks) in the last 3 years		Number	2	6	4	5		

GRI Standard	Performance	Unit	2021	2022	2023	2024	
	Critical non-tier 1 suppliers classified as high-risk	Number	0	0	0	0	
	Supplier Risk Management Measures						
	Critical suppliers assessed annually	%	100	100	100	100	
	Suppliers with high sustainability risk						
	Suppliers with high sustainability risk assessed (ongoing sustainability monitoring) annually	%	0	0	0	0	
	Percentage of current suppliers with high sustainability risk which have corrective action plans	%	100	100	100	100	
	Percentage of current high sustainability risk suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	%	100	100	100	100	
	Supplier Screening						
	Total number of Tier-1 suppliers	Number		594	583	680	
	Total number of significant suppliers in Tier-1			62	62	72	
	% of total spend on significant suppliers in Tier-1	%		82.45	85.70	80.23	
	Total number of significant suppliers in non Tier-1	Number		4	4	5	
	Total number of significant suppliers (Tier-1 and non Tier-1)			66	66	77	
	Supplier Assessment						
	Total number of suppliers assessed via desk assessments/on-site assessments	Number		66	66	77	
	% of significant suppliers assessed			100	100	100	
	Target of significant suppliers assessed for FY2024	%	100				
	Number of suppliers assessed with substantial actual/potential negative impacts	Number		0	0	0	
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%		0	0	0	
	Number of suppliers with substantial actual/potential negative impacts that were terminated	Number		0	0	0	
	Corrective action plan support						
	Total number of suppliers supported in corrective action plan implementation	Number		0	0	0	
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%		0	0	0	
	Target of suppliers supported in corrective action plan for FY2024	%	100				
	Capacity building programs						
	Total number of suppliers in capacity building programs			66	66	77	
	% of significant suppliers in capacity building programs	%		100	100	100	
	Target of suppliers in capacity building programs for FY2024	Number	100				
	Supply Chain KPIs						
	KPI 1: % of Acknowledgement of Supplier Code of Conduct	Target: 100% Target Year: 2024					
	% of Acknowledgement of Supplier Code of Conduct	%	43.75	100	100	100	
	KPI 2: % of New Supplier Screening using Pre-Questionnaire Form	Target: 100% Target Year: 2024					
	% of New Supplier Screening using Pre-Questionnaire Form	%	100	100	100	100	
	KPI 3: % of Existing Supplier ESG Performance Evaluation	Target: 100% Target Year: 2024					
	% of Existing Supplier ESG Performance Evaluation	%	100	100	100	100	

## Customer Relationship Management

GRI Standard	Performance	Unit	2021	2022	2023	2024
S&P CSA	<b>Satisfaction Measurement</b>					
	<b>Satisfied Respondents</b> (as % of % of satisfied respondents out of total number of respondents to survey)	%	90	86	89	86
		Target: 89 Target Year: 2024				
	<b>Data coverage</b> (% of customers/consumers surveyed)	%	99.98	99.98	99.98	99.98

## Customer Privacy

GRI Standard	Performance	Unit	2021	2022	2023	2024
418-1	<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>					
	<b>Total number of substantiated complaints received concerning breaches of customer privacy</b>	Number	0	0	0	0
	<b>Complaints received from outside parties and substantiated by the organization</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Complaints from regulatory bodies</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Total number of identified leaks, thefts, of losses of customer data</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0

## Information Security/ Cybersecurity

GRI Standard	Performance	Unit	2021	2022	2023	2024
S&P CSA	<b>Information Security/ Cybersecurity breach cases</b>					
	<b>Total number of information security breaches</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Total number of clients, customers and employees affected by the breaches</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0

## ENVIRONMENT PERFORMANCE

### Waste

GRI Standard	Performance	Unit	2021	2022	2023	2024
306-3	<b>Waste composition</b>					
	<b>Total Waste</b>	Tons	8,180.07	7,574.59	8,020.00	5,634.80
	Hazardous waste		8.69	8.78	6.91	2.38
	Non-hazardous waste		8,171.38	7,565.81	8,013.09	5,632.42
	Data coverage	% of Revenue	100	100	100	100
306-4	<b>Hazardous waste diverted from disposal by recovery option</b>					
	<b>Total</b>	Tons	7.02	7.99	4.15	2.38
	- Preparation for reuse		0	0	0	0
	- Recycling		0	0	1.60	1.22
	- On-site storage		7.02	7.99	2.55	1.16
	Data coverage	% of Revenue	100	100	100	100
	<b>Non-hazardous waste diverted from disposal by recovery option</b>					
	<b>Total</b>	Tons	5,638.74	5,823.24	7,694.99	5,125.32
	- Preparation for reuse		0	0	0	0
	- Recycling		4,319.12	3,957.87	6,631.99	4,645.32
	- On-site storage		1,319.62	1,865.37	1,063.00	480.00
	Data coverage	% of Revenue	100	100	100	100
	<b>Total waste recycled / reused</b>	<b>Tons</b>	<b>4,319.12</b>	<b>3,957.87</b>	<b>6,631.99</b>	<b>4,645.32</b>
	<b>Total waste disposed</b>	<b>Tons</b>	<b>2,534.31</b>	<b>1,743.37</b>	<b>320.86</b>	<b>507.10</b>
	Total waste landfilled	Tons	2,532.64	1,418.95	1.71	0
	Total incineration (with energy recovery)		0	323.63	316.39	397.16
	Total incineration (without energy recovery)		1.67	0.79	2.76	0
	Total waste with unknown disposal method		0	0	0	109.94
S&P CSA	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2024 (total waste disposed)</b>	<b>Tons</b>	<b>750</b>			

### Raw Material

GRI Standard	Performance	Unit	2021	2022	2023	2024
FTSE RUSSELL	<b>Raw material used*</b>					
	<b>Total Raw Material</b>	Tons	N/A	N/A	N/A	N/A
	- Non-renewable materials used		N/A	N/A	N/A	N/A
	- Renewable materials used		N/A	N/A	N/A	N/A

Remarks: \*Raw materials used in business operations that were directly procured by the company such as concrete, steel, wire mesh, and chemicals used for water production.

### Energy

GRI Standard	Performance	Unit	2021	2022	2023	2024
302-1	<b>Energy consumption within the organization</b>					
	<b>Energy consumption from non-renewable sources</b>					
	<b>Total non-renewable energy consumption</b>	<b>MWh</b>	<b>41,150.05</b>	<b>41,673.72</b>	<b>44,724.34</b>	<b>49,158.16</b>
	Diesel / Petrol/ Gasoline	MWh	4,883.00	5,649.96	5,957.51	6,848.55
	Grid electricity consumption	MWh	36,267.05	36,023.76	38,766.83	42,309.61

GRI Standard	Performance	Unit	2021	2022	2023	2024
	Total non-renewable energy consumption intensity ratio	MWh/THB mm	3.44	2.68	2.63	3.43
	Target 2024	MWh	43,400			
	Energy consumption from renewable source					
	Total renewable energy consumption	MWh	863.03	1,656.83	1,619.70	1,675.89
	Solar Power	MWh	863.03	1,656.83	1,619.70	1,675.89
	Percentage of electricity from renewable sources (wind, water, solar, biogas) used in buildings in portfolio	%	2.05	3.82	3.49	3.30
	Total energy consumption					
	Total	MWh	42,013.08	43,330.56	46,334.04	50,834.05
	Data coverage for Energy Consumption					
	Data coverage	% of Revenue	100	100	100	100
	Type of energy consumption					
	Electricity	MWh	37,130.08	37,680.60	40,386.53	43,985.49
	Heating		4,883.00	5,649.96	5,957.51	6,848.55
	Cooling		-	-	-	-
	Steam		-	-	-	-
	Energy usage data on properties					
	WHA Industrial Development	MWh	N/A	N/A	9,876.49	10,002.31
	WHA Utilities and Power		N/A	N/A	32,988.05	37,213.34
	WHA Logistics		N/A	N/A	3,419.94	3,584.44
	WHA Digital		N/A	N/A	59.56	33.96
	Type of energy sold					
	Electricity	MWh	52,767.61	72,135.23	112,921.00	157,354.76
	Heating		-	-	-	-
	Cooling		-	-	-	-
	Steam		-	-	-	-
302-2	Energy consumption outside of the organization					
	Total energy consumption	MWh	4,883.00	5,649.96	5,957.51	6,848.55
302-3	Energy intensity					
	Energy intensity ratio	MWh/THB mm	3.51	2.78	2.72	3.54
	Energy intensity ratio	MWh/ton production	N/A	N/A	N/A	N/A

#### GHG Emission

GRI Standard	Performance	Unit	2021	2022	2023	2024
305-1	Scope 1 emissions by business unit	ton CO <sub>2</sub> e	1,146	1,322	1,401	1,637
	WHA Industrial Development		639	699	678	865
	WHA Utilities and Power		274	356	415	447
	WHA Logistics		228	255	296	318
	WHA Digital		5	12	12	7
	Data coverage	% of Revenue	100	100	100	100
	Target 2024	ton CO <sub>2</sub> e	1,057			
	Scope 1 Biogenic CO2 emissions	ton CO <sub>2</sub> e	83.45	98.94	100.59	117.69
	WHA Industrial Development		44.21	51.84	50.25	60.42
	WHA Utilities and Power		22.24	26.57	29.56	32.33
	WHA Logistics		17.00	19.47	19.81	24.49
	WHA Digital		N/A	1.06	0.97	0.45
	Data Coverage	% of Revenue	100	100	100	100

GRI Standard	Performance	Unit	2021	2022	2023	2024
305-2	<b>Scope 2 emissions by business unit (Market-based)**</b>	ton CO <sub>2</sub> e	18,104	15,722	17,209	20,219
	WHA Industrial Development		3,041	2,538	3,224	2,959
	WHA Utilities and Power		13,458	12,083	12,944	16,185
	WHA Logistics		956	918	1,037	1,070
	WHA Digital		649	183	4	5
	<b>Market-based</b>		18,104	15,722	17,209	20,219
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2024</b>	ton CO <sub>2</sub> e	15,569			
	<b>Location-based</b>	ton CO <sub>2</sub> e	18,130	17,925	19,380	21,151
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2024</b>	ton CO <sub>2</sub> e	15,592			
305-3	<b>Scope 3 emissions by business unit</b>	ton CO <sub>2</sub> e	2,452,575	2,546,778	2,431,638	2,854,005
	WHA Industrial Development		225,140	348,959	65,108	673,371
	WHA Utilities and Power		2,166,414	2,086,915	2,162,538	2,153,899
	WHA Logistics		60,859	110,379	203,943	26,676
	WHA Digital		161	525	49	58
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2024</b>	ton CO <sub>2</sub> e	3,000,000			
S&P CSA/ FTSE RUSSELL	<b>Total Emission</b>	ton CO <sub>2</sub> e	19,250	17,044	18,610	21,586
	Scope 1 + Scope 2		2,473,825	2,563,822	2,450,240	2,875,860
	Scope 1 + Scope 2 + Scope 3		2,452,575	2,546,778	2,431,638	2,854,005
S&P CSA	<b>Scope 3 Category</b>	ton CO <sub>2</sub> e	18,839	16,899	16,596	39,647
	Purchased Goods and Services		112,675	105,621	160,346	58,791
	Capital Goods		3,866	3,784	4,091	4,852
	Fuel-and-energy-related-activities (not included in Scope 1 or 2)		3,027	2,053	2,311	136
	Upstream transportation and distribution		14,853	6,337	3,437	2,574
	Waste generated in operations		N/A	N/A	N/A	N/A
	Business travel		1,279	1,375	1,503	1,645
	Employee commuting		N/A	N/A	N/A	N/A
	Upstream leased assets		N/A	N/A	N/A	N/A
	Downstream transportation and distribution		N/A	N/A	N/A	N/A
	Processing of sold products		N/A	N/A	N/A	N/A
	Use of sold products		183,294	300,371	117,920	560,100
	End of life treatment of sold products		1,343	1,343	11,343	667
	Downstream leased assets		65,604	61,201	66,296	87,730
	Franchises		N/A	N/A	N/A	N/A
	Investments		2,047,794	2,047,794	2,047,794	2,097,862
	Other upstream		N/A	N/A	N/A	N/A
	Other downstream		N/A	N/A	N/A	N/A
	Data coverage	% of Revenue	100	100	100	100
305-4	<b>GHG emissions intensity ratio</b>	Tons CO <sub>2</sub> e/ THB 1 mm <sup>2</sup>	0.10	0.08	0.08	0.11
	Scope 1		1.51	1.01	1.01	1.41
	Scope 2		1.61	1.09	1.09	1.52
	Scope 1 and Scope 2					
305-5	<b>Scope 1 emissions reduction by business unit</b>	ton CO <sub>2</sub> e	(109)	60	21	187
	WHA Industrial Development		(286)	82	(59)	32
	WHA Utilities and Power		(27)	27	(41)	22
	WHA Logistics		N/A	7	0	(5)
	WHA Digital					
	<b>Scope 2 emissions reduction by business unit</b>	ton CO <sub>2</sub> e	1,129	(503)	(686)	(265)
	WHA Industrial Development		(96)	(1,375)	(861)	3,241
	WHA Utilities and Power		716	(38)	(119)	33
	WHA Logistics		(34)	(466)	179	1
	WHA Digital					
	<b>Scope 3 emissions reduction by business unit</b>					



GRI Standard	Performance	Unit	2021	2022	2023	2024
	WHA Industrial Development	ton CO <sub>2</sub> e	N/A	N/A	(283,851)	608,263
	WHA Utilities and Power		N/A	N/A	75,623	(8,639)
	WHA Logistics		N/A	N/A	93,564	(177,267)
	WHA Digital		N/A	N/A	(476)	9

Remark: \*Tons CO<sub>2</sub>e per THB 1 mm reported revenue and share of profit / \*\*The company is in the process of registering for Renewable Energy Certificates (RECs), which is expected to be completed by the third quarter of 2025. Once completed, the company will be able to use the certificates to reduce its indirect greenhouse gas emissions (Scope 2) to zero or the minimum level, in accordance with the calculation methodology outlined in the GHG Protocol Scope 2 Guidance (Market-based Method).

## Water and Effluents

GRI Standard	Performance	Unit	2021	2022	2023	2024
303-3	Water withdrawal by source					
	Total water withdrawal (fresh water + wastewater)	MI	96,217.58	96,785.22	104,245.97	111,406.39
	Total fresh water withdrawal	MI	74,550.97	74,775.54	82,804.05	86,961.42
	- Fresh surface water (from rivers, lakes, natural pond)		8,254.60	9,696.35	8,589.54	8,932.00
	- Fresh groundwater		0	0	0	0
	- Third party water		66,296.37	65,079.19	74,214.51	78,029.42
	- Used quarry water collected in the quarry		N/A	N/A	N/A	N/A
	- External wastewater		21,666.61	22,009.68	21,441.92	24,444.97
	- Harvested rainwater		N/A	9,696.35	8,589.54	8,932.00
	- Sea water		N/A	N/A	N/A	N/A
	Waste water withdrawal	MI	21,666.61	22,009.68	21,441.92	24,444.97
	Total water withdrawal from area with water stress	MI	N/A	96,785.22	104,245.97	111,406.39
	Total fresh water withdrawal from area with water stress	MI	N/A	74,775.54	82,804.05	86,961.42
	- Fresh surface water		N/A	9,696.35	8,589.54	8,932.00
	- Third party water		N/A	65,079.19	74,214.51	78,029.42
	Wastewater withdrawal from area with water stress	MI	N/A	22,009.68	21,441.92	24,444.97
	Percentage of water withdrawal from area with water stress	%	100	100	100	100
	Data coverage	% of Revenue	100	100	100	100
303-4	Water discharge by destination					
	Total water discharge	MI	90,723.13	94,542.29	97,513.00	106,649.18
	- Surface water		12,207.64	12,087.68	11,637.57	19,342.38
	- Seawater/Ocean		2,180.59	2,460.56	1,962.10	2,377.28
	- Water products sale		76,334.91	79,994.06	83,913.34	84,928.93
	- Subsurface / well		12,207.64	12,087.68	11,637.57	19,342.98
	- Off-site water treatment		14,388.23	14,548.24	13,599.67	21,720.26
	Total water discharge (exclude salt water)	MI	88,542.54	92,081.74	95,550.91	104,271.91
	Total water discharge from area with water stress	MI	N/A	94,542.29	97,513.00	106,649.18
	- Surface water		N/A	12,087.68	11,637.57	19,342.98
	- Seawater		N/A	2,460.56	1,962.10	2,377.28
	- Water products sale		N/A	79,994.06	83,913.34	84,928.93
	Percentage of water discharge from area with water stress	%	100	100	100	100
	Data coverage	% of Revenue	100	100	100	100
	Water discharge by category					
	Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	MI	88,542.54	92,081.74	95,550.91	104,271.91
	Other water (> 1,000 mg/L Total Dissolved Solids)		2,180.59	2,460.56	1,962.10	2,377.28
	303-4	Water discharge by quality and location				

GRI Standard	Performance	Unit	2021	2022	2023	2024
	<b>WHA CIE 1</b>					
	pH	-	7.42	7.26	7.42	7.4
	Temperature	°C	30.17	30.65	31.42	29.3
	Biochemical Oxygen Demand (BOD)	mg/L	8.50	7.00	5.60	12.1
	Chemical Oxygen Demand (COD)	mg/L	37.64	38.00	39.50	35.0
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	7.43	8.08	6.17	11.00
	Total Dissolved Solid (TDS)	mg/L	1,139.00	1136.00	1073.00	880.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	6.88	8.97	9.58	10.60
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	N/A	<0.0005	N/A	N/A
	Cadmium (Cd)	mg/L	<0.0001	ND	ND	ND
	Lead (Pb)	mg/L	0.007	0.001	0.001	0.001
	Arsenic (As)	mg/L	0.003	0.004	0.005	0.002
	Chromium (Cr)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	N/A	0.04	N/A	N/A
	Nickel (Ni)	mg/L	0.05	0.07	0.08	0.45
	Copper (Cu)	mg/L	0.22	0.25	0.21	0.82
	Zinc (Zn)	mg/L	0.26	0.23	0.20	0.22
	Sulfide as H2S	mg/L	N/A	<0.5	N/A	N/A
	Cyanide as HCN	mg/L	N/A	ND	N/A	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
	<b>WHA CIE 2</b>					
	pH	-	8.32	8.10	8.32	7.8
	Temperature	°C	28.58	30.85	30.77	30.12
	Biochemical Oxygen Demand (BOD)	mg/L	3.83	5.00	4.75	<2.00
	Chemical Oxygen Demand (COD)	mg/L	33.25	23.00	33.75	51.00
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	13.83	10.83	15.00	40.00
	Total Dissolved Solid (TDS)	mg/L	1,603.00	1,684.67	1,573.00	1,600.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.90	2.25	5.63	4.20
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	N/A	ND	N/A	N/A
	Cadmium (Cd)	mg/L	ND	ND	N/A	N/A
	Lead (Pb)	mg/L	<0.0002	ND	ND	0.001
	Arsenic (As)	mg/L	0.008	0.005	N/A	N/A
	Chromium (Cr)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	N/A	0.035	N/A	N/A
	Nickel (Ni)	mg/L	0.006	0.010	0.013	0.06
	Copper (Cu)	mg/L	0.022	0.002	0.003	0.005
	Zinc (Zn)	mg/L	0.04	0.06	0.01	0.51
	Sulfide as H2S	mg/L	N/A	<0.5	N/A	N/A
	Cyanide as HCN	mg/L	N/A	ND	N/A	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
	<b>ESIE Phase 1</b>					
	pH	-	7.80	7.50	7.78	7.50
	Temperature	°C	29.00	29.40	30.20	23.3
	Biochemical Oxygen Demand (BOD)	mg/L	4.30	3.00	2.90	2.8
	Chemical Oxygen Demand (COD)	mg/L	31.67	43.00	50.80	39.00
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	10.00	5.42	5.00	<5.00
	Total Dissolved Solid (TDS)	mg/L	736.00	1,415.00	2,080.00	2,228.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	8.90	4.88	2.93	2.50
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	<0.0001	ND	ND	<0.0005
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	<0.0002	ND	ND	ND
	Arsenic (As)	mg/L	0.002	0.005	0.007	0.008
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	0.042	ND	ND	ND

GRI Standard	Performance	Unit	2021	2022	2023	2024
	Barium (Ba)	mg/L	0.06	0.12	0.11	0.13
	Nickel (Ni)	mg/L	0.0005	0.08	0.108	0.14
	Copper (Cu)	mg/L	0.11	0.003	0.003	0.003
	Zinc (Zn)	mg/L	<0.5	0.09	0.07	0.15
	Sulfide as H <sub>2</sub> S	mg/L	<0.005	<0.50	<0.50	0.50
	Cyanide as HCN	mg/L	N/A	0.012	0.015	0.008
	Chloride as Cl <sub>2</sub>	mg/L	N/A	N/A	N/A	N/A
	<b>ESIE Phase 2B</b>					
	pH	-	8.2	7.64	7.85	7.60
	Temperature	°C	29.29	29.69	30.2	23.6
	Biochemical Oxygen Demand (BOD)	mg/L	4.70	7.00	7.00	3.20
	Chemical Oxygen Demand (COD)	mg/L	41.45	36.00	42.00	25.00
	Grease and Oil	mg/L	<3	3.00	3.00	<3.00
	Suspended Solid (SS)	mg/L	15.45	13.67	18.17	6.00
	Total Dissolved Solid (TDS)	mg/L	593.50	851.00	880.00	1,016.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.36	4.01	5.75	4.10
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	N/A	ND	ND	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0003	ND	ND	ND
	Arsenic (As)	mg/L	0.0025	0.002	0.02	0.002
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	N/A	ND	ND	ND
	Barium (Ba)	mg/L	N/A	0.04	0.04	0.04
	Nickel (Ni)	mg/L	0.035	0.008	0.009	0.03
	Copper (Cu)	mg/L	0.0019	<0.0005	0.0012	0.0005
	Zinc (Zn)	mg/L	0.033	0.024	0.022	0.03
	Sulfide as H <sub>2</sub> S	mg/L	N/A	<0.50	<0.50	0.50
	Cyanide as HCN	mg/L	N/A	<0.005	<0.005	<0.005
	Chloride as Cl <sub>2</sub>	mg/L	N/A	N/A	N/A	<0.1
	<b>WHA ESIE 1 Phase 1</b>					
	pH	-	8.0	7.55	7.82	7.90
	Temperature	°C	30.70	29.31	30.00	25.80
	Biochemical Oxygen Demand (BOD)	mg/L	6.4	9.00	7.70	2.00
	Chemical Oxygen Demand (COD)	mg/L	51.25	42.00	58.60	64.00
	Grease and Oil	mg/L	<3	3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	7.50	11.92	15.50	20.00
	Total Dissolved Solid (TDS)	mg/L	1391	898	1,309.00	1,548.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.8	18.85	22.00	16.80
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	0.0003	ND	ND	ND
	Cadmium (Cd)	mg/L	<0.0001	ND	ND	ND
	Lead (Pb)	mg/L	0.0003	ND	ND	ND
	Arsenic (As)	mg/L	0.005	0.002	0.004	0.005
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	<0.01	0.044	0.14	0.06
	Nickel (Ni)	mg/L	0.14	0.08	0.11	0.14
	Copper (Cu)	mg/L	0.09	0.0009	0.001	0.01
	Zinc (Zn)	mg/L	0.002	0.065	0.079	0.04
	Sulfide as H <sub>2</sub> S	mg/L	0.14	0.53	<0.50	0.70
	Cyanide as HCN	mg/L	<0.0005	ND	<0.0005	<0.005
	Chloride as Cl <sub>2</sub>	mg/L	<0.005	N/A	N/A	<0.1
	<b>WHA ESIE 1 Phase 3</b>					
	pH	-	8.7	7.48	7.85	7.60
	Temperature	°C	N/A	29.62	30.24	23.8
	Biochemical Oxygen Demand (BOD)	mg/L	2.10	7.00	5.80	15.50
	Chemical Oxygen Demand (COD)	mg/L	28.80	39.00	41.20	44.00
	Grease and Oil	mg/L	3.00	3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	N/A	7.75	12.00	7.00
	Total Dissolved Solid (TDS)	mg/L	291.00	452.00	447.00	608.00

GRI Standard	Performance	Unit	2021	2022	2023	2024
	Total Kjeldahl Nitrogen (TKN)	mg/L	N/A	6.29	10.57	11.00
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	<0.0001	ND	ND	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0002	ND	ND	0.0006
	Arsenic (As)	mg/L	0.002	0.004	0.003	0.003
	Chromium (Cr)	mg/L	ND	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.01	0.04	0.05	0.05
	Nickel (Ni)	mg/L	0.0011	0.002	0.002	0.002
	Copper (Cu)	mg/L	0.0007	0.0007	0.001	0.03
	Zinc (Zn)	mg/L	0.01	0.01	0.02	0.006
	Sulfide as H2S	mg/L	N/A	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	N/A	<0.005	<0.005	0.007
	Chloride as Cl2	mg/L	N/A	N/A	N/A	<0.1
	<b>WHA ESIE 2</b>					
	pH	-	8.20	8.02	8.10	7.4
	Temperature	°C	29.29	29.40	29.80	25.10
	Biochemical Oxygen Demand (BOD)	mg/L	4.70	5.00	6.10	12.00
	Chemical Oxygen Demand (COD)	mg/L	41.45	51.00	51.80	66.00
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	15.45	21.50	19.40	30.00
	Total Dissolved Solid (TDS)	mg/L	593.5	483.9	612.4	804.0
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.36	3.02	2.90	3.70
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	N/A	N/A	ND	N/A
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0003	ND	ND	0.0008
	Arsenic (As)	mg/L	0.0025	0.002	0.003	0.003
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	N/A	N/A	0.03	N/A
	Nickel (Ni)	mg/L	0.035	0.064	0.040	0.03
	Copper (Cu)	mg/L	0.0019	0.0039	0.0027	0.02
	Zinc (Zn)	mg/L	0.033	0.129	0.038	0.73
	Sulfide as H2S	mg/L	N/A	N/A	<0.5	N/A
	Cyanide as HCN	mg/L	N/A	N/A	<0.005	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
	<b>WHA ESIE 4</b>					
	pH	-	8.00	7.43	7.59	7.90
	Temperature	°C	30.80	31.30	31.30	25.40
	Biochemical Oxygen Demand (BOD)	mg/L	4.80	6.00	6.80	2.00
	Chemical Oxygen Demand (COD)	mg/L	34.10	38.00	49.10	29.00
	Grease and Oil	mg/L	<3.00	3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	17.5	19.2	19.8	<5.0
	Total Dissolved Solid (TDS)	mg/L	295	361	504	384
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.70	5.03	8.28	3.00
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	0.0006	ND	ND	<0.0005
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0005	ND	ND	ND
	Arsenic (As)	mg/L	0.0010	0.0020	0.004	0.005
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	0.05	0.06	0.09	0.13
	Nickel (Ni)	mg/L	0.002	0.004	0.007	0.002
	Copper (Cu)	mg/L	0.0059	0.015	0.004	0.005
	Zinc (Zn)	mg/L	0.03	0.18	0.10	0.04
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	0.5
	Cyanide as HCN	mg/L	<0.005	<0.005	<0.005	0.006
	Chloride as Cl2	mg/L	N/A	N/A	N/A	<0.1
	<b>WHA EIE</b>					

GRI Standard	Performance	Unit	2021	2022	2023	2024
	pH	-	8.45	8.32	8.44	8.5
	Temperature	°C	34.60	34.80	35.00	31.8
	Biochemical Oxygen Demand (BOD)	mg/L	4.00	3.00	3.00	2.0
	Chemical Oxygen Demand (COD)	mg/L	42.58	38.00	42.40	2.0
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	11.16	24.25	21.70	6.00
	Total Dissolved Solid (TDS)	mg/L	2,417.00	2,070.00	2,010.00	1,720.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.27	1.77	2.49	2.50
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	0.0008	0.0008	0.0007	0.0009
	Cadmium (Cd)	mg/L	0.0020	0.0020	0.0009	ND
	Lead (Pb)	mg/L	0.0006	0.0019	0.0006	ND
	Arsenic (As)	mg/L	0.006	0.005	0.004	0.001
	Chromium (Cr)	mg/L	ND	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.17	0.12	0.13	0.12
	Nickel (Ni)	mg/L	0.023	0.019	0.021	0.019
	Copper (Cu)	mg/L	0.004	0.005	0.005	0.002
	Zinc (Zn)	mg/L	0.36	0.23	0.29	0.11
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	0.016	0.009	0.007	0.011
	Chloride as Cl2	mg/L	N/A	N/A	N/A	<0.1
	<b>WHA RIL</b>					
	pH	-	7.00	6.87	6.50	6.10
	Temperature	°C	29.50	32.33	31.10	29.40
	Biochemical Oxygen Demand (BOD)	mg/L	7.83	8.00	9.60	19.40
	Chemical Oxygen Demand (COD)	mg/L	37.16	39.00	47.60	70.00
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	10.83	13.58	17.80	28.00
	Total Dissolved Solid (TDS)	mg/L	1,224.00	1,049.00	1,303.00	1,240.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	9.10	13.20	7.30	13.8
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	0.0004	ND	ND	<0.0005
	Cadmium (Cd)	mg/L	<0.0001	ND	0.0005	ND
	Lead (Pb)	mg/L	0.0010	0.0014	0.0018	0.003
	Arsenic (As)	mg/L	0.0065	0.004	0.009	0.006
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.065	0.050	0.140	0.100
	Nickel (Ni)	mg/L	0.013	0.033	0.030	0.03
	Copper (Cu)	mg/L	0.003	0.004	0.009	0.03
	Zinc (Zn)	mg/L	0.15	0.30	0.29	0.42
	Sulfide as H2S	mg/L	<0.5	<0.50	<0.50	<0.50
	Cyanide as HCN	mg/L	0.0060	<0.005	0.005	0.009
	Chloride as Cl2	mg/L	N/A	N/A	N/A	<0.1
	<b>WHA SIL</b>					
	pH	-	7.50	7.53	7.50	7.60
	Temperature	°C	34.6	30.52	31.10	29.80
	Biochemical Oxygen Demand (BOD)	mg/L	3.00	3.00	3.00	2.80
	Chemical Oxygen Demand (COD)	mg/L	35.00	28.00	38.30	39.00
	Grease and Oil	mg/L	3.00	3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	10.60	9.80	8.30	15.00
	Total Dissolved Solid (TDS)	mg/L	1,263.00	1,268.00	1,300.00	1,104
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.94	1.48	1.70	4.30
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	N/A	N/A	N/A	N/A
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0014	0.0010	0.0030	0.001
	Arsenic (As)	mg/L	N/A	N/A	N/A	N/A
	Chromium (Cr)	mg/L	N/A	N/A	<0.01	<0.01
	Barium (Ba)	mg/L	N/A	N/A	N/A	N/A
	Nickel (Ni)	mg/L	0.009	0.013	0.018	0.01

GRI Standard	Performance	Unit	2021	2022	2023	2024
	Copper (Cu)	mg/L	0.004	0.003	0.003	0.003
	Zinc (Zn)	mg/L	0.060	0.065	0.015	0.06
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	N/A	N/A	N/A	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
303-5	Water Consumption					
	Total water consumption from all areas	MI	5,494.45	2,242.93	6,732.97	4,757.20
	Total water consumption from areas with water stress		N/A	2,242.93	6,732.97	4,757.20
	Change in water storage if water storage has been identified as having a significant water-related impact.		0	0	0	0
	Total net fresh water consumption*		7,675.04	4,703.48	8,695.06	7,134.48
	Data coverage	% of Revenue	100	100	100	100
	Target 2024 Total fresh water consumption	MI	9,000.00			
	Water Reclamation					
	Water Reclamation Production	MI	6,924.06	6,950.94	7,257.72	7,635.53
	Target 2029 Water reclamation production	MI	25,000.00			
FTSE RUSSELL	Water supply data by the Water Utility					
	Water supply data by the Water Utility	Mls	76,334.91	79,994.06	83,913.34	84,928.93
	Raw Water		22,385.10	25,665.32	31,922.33	31,916.66
	Premium Clarified Water		4,392.16	5,263.26	5,794.20	5,353.36
	Industrial Water		49,557.65	49,065.32	46,196.81	47,658.92
	Data coverage	% of Revenue	100	100	100	100

Remark: NA = Not applicable; Na = Not analyzed; ND = Not detected \*included wastewater consumption

#### Air Emission

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
SET ESG RATING/ FTSE RUSSELL	<b>Ambient air quality monitoring by industrial estate operation*</b>						
	<b>ESIE</b>						
	<b>Location 1: Chompon Chao Phraya Temple</b>						
	NOx	ppm	≤ 0.17	** 0.004-0.011	0.0139-0.0344	0.0045-0.0050	0.0100-0.0197
	SOx	mg/m³	≤ 0.3	**0.0185-0.0204	0.0021-0.0024	0.005-0.010	0.0026-0.0049
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.065-0.080	0.019-0.035	0.018-0.034	0.017-0.042
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
	<b>Location 2: Klong Gram Temple</b>						
	NOx	ppm	≤ 0.17	** 0.006-0.008	0.0143-0.0268	0.0106-0.0138	0.0087-0.0239
	SOx	mg/m³	≤ 0.3	**0.0217-0.0253	0.0018-0.0027	0.003-0.005	0.0108-0.0174
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.051-0.092	0.017-0.035	0.020-0.042	0.028-0.055
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
	<b>Location 3: Ras Asadaram Temple</b>						
	NOx	ppm	≤ 0.17	** 0.006-0.010	0.0136-0.0320	0.0021-0.0029	0.0107-0.0205
	SOx	mg/m³	≤ 0.3	**0.0124-0.0146	0.0026-0.0029	0.007-0.029	0.0122-0.0169
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.114-0.236	0.037-0.096	0.041-0.081	0.062-0.177
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
Location 4: Ban Wang Ta Pin							
NOx	ppm	≤ 0.17	** 0.003-0.007	0.0132-0.0310	0.0051-0.0061	0.0137-0.0189	
SOx	mg/m³	≤ 0.3	**0.0088-0.0096	0.0016-0.0028	0.004-0.008	0.0057-0.0073	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.059-0.282	0.018-0.100	0.031-0.099	0.041-0.090	
Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-	
Location 5: Ban Map Lang School							
NOx	ppm	≤ 0.17	**0.007-0.012	0.0119-0.0248	0.0023-0.0031	0.0080-0.0162	
SOx	mg/m³	≤ 0.3	**0.0060-0.0067	0.0023-0.0030	0.004-0.012	0.0012-0.0020	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.065-0.077	0.018-0.044	0.014-0.041	0.027-0.046	
Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-	
Location 6: Sri Sattanaram Monk Center							
NOx	ppm	≤ 0.17	**0.005-0.011	0.0145-0.0312	0.0014-0.0028	0.0086-0.0199	
SOx	mg/m³	≤ 0.3	**0.0045-0.0060	0.0022-0.0030	<0.001-0.008	0.0017-0.0026	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.056-0.078	0.018-0.039	0.014-0.026	0.019-0.039	
Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-	
WHA ESIE 1							
Location 1: Eastern Sugar Company Community School							
NOx	ppm	≤ 0.17	** 0.001-0.030	0.0086-0.0333	0.014-0.060	0.0045-0.0096	
SOx	mg/m³	≤ 0.12	**0.0045-0.0060	0.0019-0.0031	0.0081-0.0176	0.0037-0.0044	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.030-0.231	0.033-0.079	0.044-0.224	0.054-0.137	
Particulate matter10 (PM10)	mg/m³	< 0.12	**0.011-0.120	0.019-0.079	0.023-0.103	0.023-0.047	
Location 2: Surasak School							
NOx	ppm	≤ 0.17	**0.004-0.065	0.0047-0.0171	0.004-0.017	0.0066-0.0091	
SOx	mg/m³	≤ 0.12	** 0.0003-0.0052	0.0018-0.0065	0.007-0.028	0.0037-0.0155	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.021-0.251	0.027-0.050	0.024-0.150	0.044-0.094	
Particulate matter10 (PM10)	mg/m³	< 0.12	**0.010-0.093	0.011-0.035	0.013-0.074	0.010-0.047	
Location 3: Weather Station							
NOx	ppm	≤ 0.17	**0.011-0.018	0.0016-0.0230	0.014-0.042	0.0070-0.0220	
SOx	mg/m³	≤ 0.12	**0.002-0.013	0.0012-0.0065	0.001-0.009	0.0026-0.0039	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.020-0.087	0.027-0.050	0.035-0.148	0.023-0.065	
Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	**0.018-0.042	0.018-0.070	0.016-0.026	0.011-0.040	
Location 4: Klong Gram Temple							
NOx	ppm	≤ 0.17	** 0.002-0.015	0.0038-0.0148	0.010-0.032	0.0101-0.0129	
SOx	mg/m³	≤ 0.12	** 0.005-0.023	0.0016-0.0020	0.015-0.031	0.0068-0.0099	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.024-0.082	0.031-0.089	0.029-0.049	0.041-0.129	
Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	**0.010-0.044	0.019-0.045	0.021-0.03	0.012-0.052	
Location 5: Ban Tai Sun							
NOx	ppm	≤ 0.17	** 0.009-0.033	0.0082-0.0188	0.021-0.042	0.0061-0.0104	



GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	SOx	mg/m <sup>3</sup>	≤ 0.12	**0.0047-0.012	0.0016-0.0024	0.001-0.002	0.0029-0.0046
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.019-0.052	0.034-0.073	0.016-0.023	0.030-0.075
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.013-0.044	0.012-0.037	0.010-0.018	0.019-0.048
<b>Location 6: Khao Kan Song Temple</b>							
	NOx	ppm	≤ 0.17	** 0.003-0.023	0.0025-0.0097	0.007-0.055	0.0084-0.0170
	SOx	mg/m <sup>3</sup>	≤ 0.12	** 0.007-0.021	0.0018-0.0027	0.028-0.049	0.0054-0.0128
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.023-0.097	0.032-0.088	0.027-0.105	0.033-0.084
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	** 0.017-0.050	0.019-0.033	0.019-0.05	0.026-0.055
<b>Location 7: Ta Kien Ku Temple</b>							
	NOx	ppm	≤ 0.17	** 0.002-0.010	0.0030-0.0098	0.004-0.012	0.0016-0.0178
	SOx	mg/m <sup>3</sup>	≤ 0.12	** 0.0003-0.006	0.0016-0.0027	0.013-0.022	0.0077-0.0084
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.018-0.062	0.019-0.068	0.019-0.046	0.035-0.125
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	** 0.010-0.043	0.009-0.033	0.011-0.023	0.011-0.045
<b>Location 8: Ban Som</b>							
	NOx	ppm	≤ 0.17	** 0.002-0.020	0.0019-0.0095	0.004-0.007	0.0052-0.0113
	SOx	mg/m <sup>3</sup>	≤ 0.12	** 0.0004-0.007	0.0019-0.0026	0.009-0.019	0.0037-0.0042
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.014-0.102	0.025-0.051	0.017-0.027	0.0310-0.0690
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	** 0.005-0.038	0.012-0.039	0.033-0.085	0.018-0.045
<b>WHA ESIE 2</b>							
<b>Location 1: Ban Map Lam Bid School</b>							
	NOx	ppm	≤ 0.17	** <0.001-0.015	0.0063-0.0090	0.008-0.020	0.0017-0.0135
	SOx	mg/m <sup>3</sup>	≤ 0.30	** 0.003-0.008	0.0063-0.0076	0.0055-0.0126	0.0016-0.0050
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.024-0.039	0.023-0.048	0.029-0.063	0.016-0.064
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	** 0.015-0.023	0.012-0.024	0.010-0.035	0.011-0.021
<b>Location 2: Industrial estate area</b>							
	NOx	ppm	≤ 0.17	** 0.004-0.010	0.0089-0.0122	0.003-0.008	0.0068-0.0142
	SOx	mg/m <sup>3</sup>	≤ 0.30	** 0.002-0.003	0.0066-0.0079	0.0010-0.0016	0.0032-0.0095
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.017-0.030	0.026-0.050	0.022-0.036	0.024-0.046
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	** 0.010-0.018	0.014-0.032	0.008-0.028	0.016-0.031
<b>Location 3: Ban Map Lam Bid Moo. 7</b>							
	NOx	ppm	≤ 0.17	** 0.003-0.010	0.0087-0.0108	0.005-0.014	0.0021-0.0192
	SOx	mg/m <sup>3</sup>	≤ 0.30	** 0.008-0.009	0.0068-0.0076	0.0016-0.0050	0.0019-0.0055
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.025-0.039	0.018-0.041	0.021-0.080	0.024-0.045



GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	** 0.014-0.024	0.008-0.024	0.015-0.032	0.012-0.024
<b>Location 4: Khao Kan Song Moo. 3</b>							
	NOx	ppm	≤ 0.17	** 0.002-0.009	0.0087-0.0109	0.007-0.013	0.0011-0.0095
	SOx	mg/m³	≤ 0.30	** 0.005-0.011	0.0063-0.0081	0.0039-0.0181	0.0035-0.0060
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.033-0.093	0.028-0.045	0.023-0.056	0.026-0.050
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	** 0.029-0.048	0.009-0.020	0.013-0.032	0.008-0.027
<b>Location 5: Chong Lom Temple</b>							
	NOx	ppm	≤ 0.17	** 0.003-0.010	0.0078-0.0108	0.002-0.008	0.0012-0.0094
	SOx	mg/m³	≤ 0.30	** 0.008-0.012	0.0090-0.0113	0.0013-0.0026	0.0058-0.0072
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.018-0.047	0.021-0.071	0.019-0.081	0.022-0.083
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	** 0.008-0.013	0.008-0.027	0.013-0.045	0.012-0.046
<b>Location 6: Ban Map Kla Moo. 4</b>							
	NOx	ppm	≤ 0.17	** 0.007-0.009	0.0090-0.0113	0.008-0.024	0.0017-0.0040
	SOx	mg/m³	≤ 0.30	** 0.006-0.015	0.0066-0.0076	0.0013-0.0045	0.0016-0.0050
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	** 0.031-0.077	0.036-0.220	0.057-0.139	0.029-0.073
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	** 0.014-0.029	0.012-0.102	0.034-0.102	0.013-0.027
<b>WHA ESIE 3</b>							
<b>Location 1: Ban Ta Jam School</b>							
	NOx	ppm	≤ 0.17	-	0.0074-0.0229	<0.001-0.070	0.0010-0.0260
	SOx	mg/m³	≤ 0.30	-	0.0017-0.0033	0.0254-0.1492	0.0022-0.0035
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	*** 0.210-0.790	0.041-0.092	0.110-0.280	0.024-0.040
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	*** 0.071-0.175	0.019-0.042	0.035-0.116	0.015-0.027
<b>Location 2: Ta Jam Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	-	0.0061-0.0206	<0.001-0.017	0.0015-0.0103
	SOx	mg/m³	≤ 0.30	-	0.0017-0.0032	0.0072-0.0089	0.0067-0.0071
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	*** 0.039-0.061	0.023-0.061	0.046-0.074	0.040-0.085
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	*** 0.021-0.046	0.013-0.041	0.026-0.051	0.016-0.035
<b>Location 3: Huay Mara Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	-	0.0088-0.0184	<0.001-0.008	0.0028-0.0157
	SOx	mg/m³	≤ 0.30	-	0.0017-0.0032	0.0081-0.0098	0.0043-0.0050
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	*** 0.043-0.129	0.032-0.090	0.032-0.073	0.029-0.041
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	*** 0.021-0.052	0.022-0.080	0.015-0.028	0.017-0.032
<b>Location 4: Ban Meun Jit Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	-	0.0083-0.0216	<0.001-0.006	0.0001-0.0041
	SOx	mg/m³	≤ 0.30	-	0.0016-0.0033	0.0079-0.0097	0.0096-0.0101
	NOx	Tons	-	N/A	N/A	N/A	N/A

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	***0.043-0.056	0.039-0.071	0.019-0.057	0.028-0.048
	PM10	mg/m <sup>3</sup>	< 0.12	***0.020-0.030	0.020-0.045	0.013-0.039	0.011-0.024
<b>Location 5: Raweng School</b>							
	NOx	ppm	≤ 0.17	-	0.0073-0.0221	<0.001-0.008	0.0013-0.0099
	SOx	mg/m <sup>3</sup>	≤ 0.30	-	0.0018-0.0034	0.0092-0.0121	0.0012-0.0014
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	***0.037-0.093	0.026-0.060	0.029-0.047	0.030-0.058
	PM10	mg/m <sup>3</sup>	< 0.12	***0.020-0.041	0.011-0.028	0.018-0.039	0.013-0.029
<b>Location 6: Chaloemraj Temple</b>							
	NOx	ppm	≤ 0.17	-	0.0065-0.0194	<0.001-0.005	0.0002-0.0157
	SOx	mg/m <sup>3</sup>	≤ 0.30	-	0.0017-0.0035	0.0087-0.0118	0.0017-0.0023
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	***0.028-0.050	0.031-0.059	0.030-0.063	0.022-0.069
	PM10	mg/m <sup>3</sup>	< 0.12	***0.013-0.024	0.020-0.048	0.021-0.044	0.017-0.035
<b>WHA ESIE 4</b>							
<b>Location 1: Ban Nikom Sans Ton Eng-main road</b>							
	NOx	ppm	≤ 0.17	**0.003-0.009	0.0012-0.0109	0.002-0.009	0.0066-0.0150
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0113-0.0162	0.0008-0.0052	0.0034-0.0064	0.0070-0.0090
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.022-0.036	0.023-0.055	0.031-0.063	0.031-0.047
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.028-0.042	0.010-0.031	0.014-0.035	0.017-0.028
<b>Location 2: Ban Nong Maping</b>							
	NOx	ppm	≤ 0.17	**0.005-0.010	0.0010-0.0093	0.003-0.026	0.0044-0.0163
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0034-0.0063	0.0015-0.0050	0.0027-0.0037	0.0025-0.0048
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.020-0.029	0.025-0.047	0.032-0.074	0.033-0.049
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.028-0.038	0.012-0.032	0.019-0.040	0.016-0.027
<b>Location 3: Mae Nam Ku Temple</b>							
	NOx	ppm	≤ 0.17	**0.005-0.016	0.0030-0.0158	0.002-0.012	0.0041-0.0169
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0031-0.0042	0.0017-0.0062	0.0043-0.0052	0.0086-0.0133
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.020-0.032	0.019-0.038	0.036-0.096	0.029-0.053
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.028-0.040	0.008-0.028	0.018-0.047	0.014-0.033
<b>Location 4: Ban Mae Nam Ku</b>							
	NOx	ppm	≤ 0.17	**0.008-0.016	0.0027-0.0125	0.012-0.028	0.0114-0.0177
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0068-0.0168	0.0012-0.0077	0.0048-0.0085	0.0114-0.0152
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.025-0.037	0.021-0.033	0.059-0.174	0.039-0.057
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.043-0.077	0.009-0.011	0.028-0.057	0.020-0.035
<b>WHA CIE 1</b>							
<b>Location 1: Resident and commercial area within the industrial estate</b>							
	NOx	ppm	≤ 0.17	**<0.001-0.028	0.0045-0.0129	0.010-0.011	0.001-0.021
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0026-0.0079	0.0019-0.0066	0.0128-0.0130	0.0070-0.0076

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	** 0.183-0.257	0.043-0.064	0.083-0.094	0.069-0.110
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-
	<b>Location 2: Bo Win School</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.033	0.0015-0.0091	0.005-0.007	<0.001-0.006
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0055-0.0086	0.0011-0.0075	0.0104-0.0156	0.0059-0.0069
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.132-0.161	0.021-0.026	0.071-0.128	0.039-0.057
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-
	<b>Location 3: Pan Saded Nok Temple</b>						
	NOx	ppm	≤ 0.17	**0.0060-0.0580	0.0041-0.0111	0.009-0.013	0.003-0.018
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0037-0.0081	0.0010-0.0055	0.0327-0.0369	0.0320-0.0385
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.157-0.167	0.026-0.032	0.066-0.082	0.039-0.065
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-
	<b>WHA CIE 2</b>						
	<b>Location 1: Hoobbon Sub-District Hospital</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.032	0.0041-0.0142	0.007-0.009	0.0065-0.0159
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0026-0.0037	0.0008-0.0058	0.0041-0.0056	0.0074-0.0096
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.044-0.064	0.038-0.068	0.066-0.084	0.033-0.057
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.031-0.057	0.018-0.041	0.038-0.046	0.016-0.033
	<b>Location 2: Khao Hin Lad Temple</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.007	0.0026-0.0100	0.004-0.008	0.0126-0.0211
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0037-0.0217	0.0010-0.0076	0.0042-0.0059	0.0074-0.0094
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.041-0.082	0.029-0.057	0.036-0.085	0.027-0.043
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.030-0.057	0.016-0.042	0.028-0.039	0.014-0.025
	<b>Location 3: Khao Kan Song Moo.3 Community</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.008	0.0016-0.0151	0.008-0.011	0.0080-0.0282
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0003-0.0058	0.0010-0.0050	0.0025-0.0031	0.0032-0.0037
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.080-0.135	0.031-0.066	0.048-0.068	0.025-0.050
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.045-0.069	0.015-0.044	0.026-0.033	0.012-0.026
	<b>Location 4: Siri Anusorn Community</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.035	0.0036-0.0153	0.011-0.015	0.0067-0.0253
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.0173-0.0212	0.0010-0.0093	0.0018-0.0036	0.0047-0.0066
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.048-0.096	0.034-0.085	0.064-0.101	0.027-0.131
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	** 0.028-0.048	0.019-0.041	0.037-0.046	0.015-0.038

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	<b>WHA EIE</b>						
	<b>Location 1: WHA EIE office</b>						
	NOx	ppm	≤ 0.17	<0.001-0.018	0.0015-0.0087	<0.001-0.042	0.0031-0.0315
	SOx	mg/m³	≤ 0.30	0.0004-0.0014	0.0050-0.0060	0.0063-0.0085	0.0039-0.0061
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.016-0.029	0.016-0.049	0.093-0.128	0.031-0.102
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.020-0.047	0.035-0.086	0.045-0.081	0.018-0.050
	<b>Location 2: Nong Fab Temple</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.033	0.0012-0.0088	<0.001-0.006	0.0045-0.0331
	SOx	mg/m³	≤ 0.30	**0.0046-0.0059	0.0042-0.0052	0.0059-0.0091	0.0047-0.0052
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.023-0.042	0.030-0.045	0.106-0.138	0.025-0.085
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	**0.038-0.065	0.052-0.081	0.065-0.092	0.012-0.035
	<b>Location 3: Map Chalud Temple</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.017	0.0018-0.0117	<0.001-0.015	0.0026-0.0181
	SOx	mg/m³	≤ 0.30	**0.0014-0.0026	0.0047-0.0052	0.0060-0.0062	0.0049-0.0057
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.02-0.072	0.014-0.028	0.094-0.146	0.032-0.096
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	**0.035-0.101	0.057-0.090	0.044-0.067	0.021-0.059
	<b>WHA RIL</b>						
	<b>Location 1: WHA RIL office</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.041	0.0060-0.0173	0.002-0.019	0.0021-0.0091
	SOx	mg/m³	≤ 0.30	**0.002-0.006	0.0009-0.0032	0.002-0.021	0.0032-0.0039
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.013-0.039	0.024-0.052	0.030-0.066	0.039-0.054
	PM10	mg/m³	< 0.12	**0.023-0.061	0.040-0.078	0.010-0.030	0.021-0.032
	<b>Location 2: Ban Sam Yak Community</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.026	0.0009-0.0032	0.004-0.011	0.0004-0.0097
	SOx	mg/m³	≤ 0.30	**<0.001-0.009	0.0011-0.0034	0.004-0.011	0.0026-0.0047
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.018-0.048	0.028-0.071	0.025-0.057	0.030-0.041
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	**0.030-0.066	0.034-0.061	0.014-0.035	0.023-0.033
	<b>Location 3: Nong La Lok Community</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.008	0.0024-0.0153	0.001-0.029	0.0006-0.0128
	SOx	mg/m³	≤ 0.30	**0.003-0.008	0.0011-0.0031	0.004-0.010	0.0073-0.0087
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	**0.015-0.031	0.018-0.052	0.040-0.089	0.027-0.040
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	**0.031-0.054	0.028-0.071	0.020-0.034	0.020-0.032
	<b>Location 4: Ban Klong Nam Yen Community</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.032	0.0061-0.0145	0.001-0.009	0.0020-0.0070
	SOx	mg/m³	≤ 0.30	**0.001-0.008	0.0009-0.0032	0.003-0.014	0.0026-0.0046
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.014-0.088	0.022-0.047	0.032-0.056	0.033-0.052
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.031-0.125	0.033-0.066	0.014-0.035	0.020-0.027
	<b>WHA SIL</b>						
	<b>Location 1: WHA SIL office</b>						
	NOx	ppm	≤ 0.17	**<0.001-0.020	0.0075-0.0132	0.003-0.040	0.0024-0.0624
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.002-0.003	0.0016-0.0045	<0.001-0.008	0.0010-0.0012
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.016-0.021	0.030-0.147	0.083-0.111	0.052-0.099
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.030-0.038	0.019-0.054	0.040-0.063	0.030-0.061
	<b>Location 2: Nong Pla Mo School</b>						
	NOx	ppm	≤ 0.17	**0.002-0.018	0.0031-0.0056	0.002-0.029	0.0016-0.0200
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.002-0.005	0.0016-0.0035	<0.001-0.003	0.0008-0.0010
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.026-0.053	0.030-0.051	0.101-0.167	0.045-0.119*
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.058-0.141	0.014-0.035	0.049-0.082	0.025-0.070*
	<b>Location 3: Bua Loi Klang School</b>						
	NOx	ppm	≤ 0.17	**0.003-0.017	0.0038-0.0070	<0.001-0.032	0.0012-0.0134
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.001-0.005	0.0016-0.0034	<0.001-0.002	0.0002-0.0011
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.014-0.023	0.031-0.055	0.052-0.096	0.046-0.079
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.043-0.063	0.019-0.029	0.024-0.053	0.026-0.045
	<b>Location 4: Ban Mai Tung Din Khor School</b>						
	NOx	ppm	≤ 0.17	**0.001-0.017	0.0050-0.0104	0.002-0.029	0.0028-0.0288
	SOx	mg/m <sup>3</sup>	≤ 0.30	**0.002-0.005	0.0016-0.0038	0.001-0.009	0.0005-0.0006
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	**0.017-0.026	0.030-0.068	0.067-0.101	0.053-0.102
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	**0.034-0.060	0.016-0.031	0.031-0.056	0.019-0.062
	<b>WHA R36</b>						
	<b>Location 1: Charoen Si Rat Temple</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	0.0034-0.0078
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	N/A	0.0045-0.0064
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	N/A	0.051-0.244
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	N/A	0.016-0.068
	<b>Location 2: Nong Wa Temple</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	0.004-0.0141
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	N/A	0.0039-0.0073
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	N/A	0.017-0.039
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	N/A	0.003-0.011
	<b>Location 3: Prasittharam Temple</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	0.006-0.0137
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	N/A	0.0092-0.0114
	NOx	Tons	-	N/A	N/A	N/A	N/A

GRI Standard	Performance	Unit	Standard	2021	2022	2023	2024
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	N/A	N/A	N/A	0.028-0.115
	Particulate matter10 (PM10)	mg/m³	< 0.12	N/A	N/A	N/A	0.011-0.046
	<b>Location 4: Nong Rakam Temple</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	0.0036-0.0126
	SOx	mg/m³	≤ 0.3	N/A	N/A	N/A	0.004-0.0047
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	N/A	N/A	N/A	0.063-0.139
	Particulate matter10 (PM10)	mg/m³	< 0.12	N/A	N/A	N/A	0.019-0.062
	<b>WHA IER</b>						
	<b>Location 1: Hin Khong Temple</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	-
	SOx	mg/m³	≤ 0.3	N/A	N/A	N/A	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	N/A	N/A	N/A	0.034-0.065
	Particulate matter10 (PM10)	mg/m³	< 0.12	N/A	N/A	N/A	0.019-0.031
	<b>Location 2: Moo.11 Ban Sam Noen station 1</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	-
	SOx	mg/m³	≤ 0.3	N/A	N/A	N/A	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	N/A	N/A	N/A	0.023-0.034
	Particulate matter10 (PM10)	mg/m³	< 0.12	N/A	N/A	N/A	0.012-0.021
	<b>Location 3: Moo.11 Ban Sam Noen station 2</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	-
	SOx	mg/m³	≤ 0.3	N/A	N/A	N/A	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	N/A	N/A	N/A	0.043-0.084
	Particulate matter10 (PM10)	mg/m³	< 0.12	N/A	N/A	N/A	0.019-0.036
	<b>Location 4: Ban Khot Klang</b>						
	NOx	ppm	≤ 0.17	N/A	N/A	N/A	-
	SOx	mg/m³	≤ 0.3	N/A	N/A	N/A	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	N/A	N/A	N/A	0.025-0.063
	Particulate matter10 (PM10)	mg/m³	< 0.12	N/A	N/A	N/A	0.011-0.047

Remark: \*\*Data from WHAID, \*\*\*Data from WHAUP

## Biodiversity

GRI Standard	Performance	Unit	2021	2022	2023	2024
<b>S&amp;P CSA</b>	<b>Biodiversity Exposure &amp; Assessment</b>					
	Total number of sites and the total area used for operational activities	Number	11	11	11	11
		Area (Hectares)	7,200	7,200	7,200	7,200
	Total number of sites and total area for operational activities that have conducted biodiversity impact assessments in past 5 years	Number	11	11	11	11
		Area (Hectares)	7,200	7,200	7,200	7,200

	Total number of sites and total area of sites assessed in past 5 years are in close proximity to critical biodiversity	Number	2	2	2	2
		Area (Hectares)	667	667	667	667
	Total number of sites, in close proximity to critical biodiversity, that have biodiversity management plan	Number	2	2	2	2
		Area (Hectares)	667	667	667	667

#### Environmental Compliance

GRI Standard	Performance	Unit	2021	2022	2023	2024
307-1	<b>Non-compliance with environmental laws and regulations</b>					
	<b>Total number of violations of legal obligations/regulations</b>	<b>Cases</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	- Significant fines	Baht	0	0	0	0
	- Non-monetary sanctions	Cases	0	0	0	0
	- Case brought through dispute resolution mechanisms	Cases	0	0	0	0

#### Environmental Certificate

GRI Standard	Performance	Unit	2021	2022	2023	2024
FTSE RUSSELL	<b>Sites covered by recognized environmental management systems</b>					
	ISO14001 or EMAS	Sites	12	12	12	12
	ISO9001	Sites	12	12	12	12

# SOCIAL PERFORMANCE

## Employment

GRI Standard	Performance	Unit	2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
2-7	Total number of employee	Person	615		732		796		888		
			390	225	458	274	506	290	558	330	
			Thailand	390	225	427	251	470	265	499	297
			Vietnam	N/A	N/A	31	23	36	25	59	33
	Total employee by age group										
	Below 30 years old	Person	78	42	79	45	84	39	103	53	
		% FTEs	21.43	16.28	17.25	16.42	16.60	13.45	18.46	16.06	
	30-50 years old	Person	258	155	318	197	356	219	400	249	
		% FTEs	70.88	60.08	69.43	71.90	70.35	75.52	71.68	75.45	
	Over 50 years old	Person	28	61	61	32	66	32	55	28	
		% FTEs	7.69	23.64	13.32	11.68	13.04	11.03	9.86	8.48	
	Total employee by level										
	All Management Position										
	Thailand	Person	97	99	111	110	132	136	140	161	
	Vietnam		N/A	N/A	9	10	9	10	14	15	
	Total number of management		178	190	196	240	141	146	154	176	
			196		240		287		330		
	Top Management										
	Thailand	Person	25	16	27	16	23	15	25	17	
	Vietnam		N/A	N/A	0	1	1	1	1	1	
	Total top management		25	16	27	17	24	16	26	18	
			41		44		40		44		
	Middle Management										
	Thailand	Person	53	62	63	66	72	81	77	90	
	Vietnam		N/A	N/A	7	8	6	6	9	8	
	Total middle management		53	62	70	74	78	87	86	98	
			115		144		165		184		
	Junior Management										
	Thailand	Person	19	21	21	28	37	40	38	54	
	Vietnam		N/A	N/A	2	1	2	3	4	6	
	Total junior management		19	21	23	29	39	43	42	60	
			40		52		82		102		
	Staff										
	Thailand	Person	293	126	316	141	325	125	359	136	
	Vietnam		N/A	N/A	22	13	27	15	45	18	
	Total staff		293	126	338	154	352	140	404	154	
			419		492		492		558		
	Total employee by employment type										
	Permanent employee by region										
	Thailand	Person	387	224	423	247	457	261	492	295	
	Vietnam		N/A	N/A	31	23	36	25	59	33	
	Total permanent employee		387	224	454	270	493	286	551	328	
			611		724		779		879		
	Temporary employee by region										
	Thailand	Person	3	1	4	4	13	4	7	2	
	Vietnam		0	0	0	0	0	0	0	0	
	Total temporary employee		3	1	4	4	13	4	7	2	
			4		8		17		9		
	Non-guaranteed hours employee by region										
	Thailand	Person	0	0	0	0	0	0	0	0	
	Vietnam		0	0	0	0	0	0	0	0	
	Total Non-guaranteed hours employee		0		0		0		0		
	Full-time employee by region										
	Thailand	Person	390	225	427	251	470	265	499	297	
	Vietnam		N/A	N/A	31	23	36	25	59	33	



GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Total full-time employee		390	225	458	274	506	290	558	330
			615		732		796		888	
	Part-time employee by region									
	Thailand	Person	0	0	0	0	0	0	0	0
	Vietnam		0	0	0	0	0	0	0	
	Total part-time employee		0	0	0	0	0	0	0	
	0		0		0		0			

GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	New employee hires									
	Total number of new employee hires	Person	44	34	73	54	84	45	92	68
			78		127		129		160	
	New hire rate	% of total employee	12.68		17.35		16.21		18.02	
	Open positions filled by internal candidate (internal hires)	%	11.54		2.36		1.55		5.63	
	Average Hiring Cost/ FTE	Baht	9,300.00		19,000.00		21,524.00		20,025.63	
	New employee hires by region									
	Thailand	Person	44	34	72	48	77	40	66	59
		% of total employee	7.15	5.53	9.84	6.56	9.67	5.03	7.43	6.64
	Vietnam	Person	N/A	N/A	1	6	7	5	26	9
		% of total employee	N/A	N/A	0.14	0.82	0.88	0.63	2.93	1.01
	New employee hires by nationality									
	Thai	Person	N/A	N/A	72	48	78	40	66	59
		% of total employee	N/A	N/A	9.84	6.56	9.80	5.03	7.43	6.64
	Vietnamese	Person	N/A	N/A	1	6	6	5	26	9
		% of total employee	N/A	N/A	0.14	0.82	0.75	0.63	2.93	1.01
	American	Person	N/A	N/A	0	0	0	0	0	0
		% of total employee	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00
	Canadian	Person	N/A	N/A	0	0	0	0	0	0
		% of total employee	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00
	French	Person	N/A	N/A	0	0	0	0	0	0
		% of total employee	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00
	Japanese	Person	N/A	N/A	0	0	0	0	0	0
		% of total employee	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00
	New employee hires by management level									
	Top Management									
	Thailand	Person	4	3	4	2	0	0	2	2
		% of total employee	0.65	0.49	0.55	0.27	0.00	0.00	0.23	0.23
	Vietnam	Person	N/A	N/A	0	0	0	0	0	0
		% of total employee	N/A	N/A	0	0	0.00	0.00	0.00	0.00
	Middle Management									
	Thailand	Person	7	9	13	9	19	10	7	8
		% of total employee	1.14	1.46	1.78	1.23	2.39	1.26	0.79	0.90
	Vietnam	Person	N/A	N/A	0	1	1	0	1	2
		% of total employee	N/A	N/A	0	0.14	0.13	0.00	0.11	0.23
	Junior/ Low level Management									
	Thailand	Person	5	1	9	10	8	8	3	13
		% of total employee	0.81	0.16	1.23	1.37	1.01	1.01	0.34	1.46
	Vietnam	Person	N/A	N/A	0	1	1	1	3	2
		% of total employee	N/A	N/A	0	0.14	0.13	0.13	0.34	0.23
	New employee by age									
	Below 30 years old	Person	21	17	26	21	30	17	34	27
		% of total employee	3.41	2.76	3.55	2.87	3.77	2.14	3.83	3.04
	Thailand	Person	21	17	26	18	29	14	26	23
	Vietnam		N/A	N/A	0	3	1	3	8	4
	30-50 years old	Person	23	20	46	33	53	28	58	41

GRI Standard	Performance	Unit	2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
		% of total employee	3.74	2.60	6.28	4.51	6.66	3.52	6.53	4.62	
	Thailand	Person	23	16	45	30	47	26	40	36	
	Vietnam		N/A	N/A	1	3	6	2	18	5	
	Over 50 years old	Person	0	1	1	0	1	0	0	0	
		% of total employee	0	0.15	0.14	0.00	0.13	0.00	0.00	0.00	
	Thailand	Persons	0	1	1	0	1	0	0	0	
	Vietnam		N/A	N/A	0	0	0	0	0	0	
	Turnover rate										
	Total employee turnover	Person	25	22	24	22	26	22	18	18	
			47		46		48		36		
	Dismissal of Employee	Person	0	0	0	0	0	0	0	0	
	Voluntary Leave	Person	25	22	24	22	26	22	18	18	
	Turnover rate	% of total employee	7.64		6.28		6.03		4.05		
	Voluntary employee turnover	% of total employee	7.64		6.28		6.03		4.05		
	Data coverage (as % of all FTEs globally)	%	100		100		100		100		
	Employee turnover by region										
	Thailand	Person	25	19	23	21	24	20	16	16	
		% of total employee	4.07	3.09	3.14	2.87	5.25	7.66	3.25	5.42	
	Vietnam	Person	N/A	N/A	1	1	2	2	2	2	
		% of total employee	N/A	N/A	0.14	0.14	5.56	8.00	3.39	6.06	
	Employee turnover by age										
	Below 30 years old	Person	4	9	5	5	11	9	6	8	
		% of total employee	0.65	1.46	0.68	0.68	1.38	1.13	0.68	0.90	
	30-50 years old	Person	20	13	18	17	13	12	11	10	
		% of total employee	3.25	2.11	2.46	2.32	1.63	1.51	1.24	1.13	
	Over 50 years old	Person	1	0	1	0	2	1	0	1	
		% of total employee	0.16	0.00	0.14	0.00	0.25	0.13	0.00	0.11	
	Turnover by management level										
	Top Management										
	Thailand	Person	2	2	1	1	1	0	1	1	
		% of total employee	0.33	0.33	0.14	0.14	0.13	0	0.11	0.11	
	Vietnam	Person	N/A	N/A	0	0	0	0	0	0	
% of total employee		N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00		
Middle Management											
Thailand	Person	7	3	4	6	4	3	4	3		
	% of total employee	1.14	0.49	0.55	0.82	0.50	0.38	0.45	0.34		
Vietnam	Person	N/A	N/A	1	0	0	1	0	1		
	% of total employee	N/A	N/A	0.14	0.00	0.00	0.13	0.00	0.11		
Junior/ Low level Management											
Thailand	Person	2	1	3	2	2	4	0	2		
	% of total employee	0.33	0.16	0.41	0.27	0.25	0.50	0.00	0.23		
Vietnam	Person	N/A	N/A	0	0	0	1	0	0		
	% of total employee	N/A	N/A	0.00	0.00	0.00	0.13	0.00	0.00		

GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Employee training									
	Total number of training hours provided to employee	Hours	17,646		18,798		21,730		31,659.07	
			10,450	7,196	11,383	7,415	12,970	8,761	19,467.17	12,191.90
	Average hours of training and development	Hours/FT E/Year	28.69		25.68		27.30		35.65	
			27.00	31.12	26.66	29.54	25.63	30.21	34.89	36.95
	Average days of training and development	Days/FT E/Year	1.20		1.07		1.14		1.49	
			1.13	1.34	1.11	1.23	1.07	1.26	1.45	1.54
	Average amount spent on FTE on training and development	Baht	2,766.48		9,520.85		13,472.24		14,641.12	
			2,326.27	3,527.62	8,847.43	12,714.80	12,437.34	15,277.95	12,759.37	17,822.99
	Total number of training hours provided to employee by business units									
	WHA Industrial Development	Hours	5,527	4,079	5,007	3,692	6,330	4,269	9,463.58	6,242.72
	WHA Utilities and Power		3,145	726	3,443	924	4,222	1,117	6,362.63	1,401.58
	WHA Logistics		1,600	2,360	2,472	2,638	2,076	3,240	3,002.43	4,305.07
	WHA Digital		178	31	459	158	342.0	136	638.52	242.53
	Average training hours by business units									
	WHA Industrial Development	Hours	27.77	36.75	29.84	36.51	24.63	28.08	39.11	44.27
	WHA Utilities and Power		25.99	23.41	30.41	31.67	26.22	30.18	39.03	33.37
	WHA Logistics		28.57	29.13	38.62	29.31	28.43	34.46	40.03	40.61
	WHA Digital		16.21	30.96	38.25	39.50	22.80	19.43	33.61	30.32
	Average hours of training by employee category									
	Total number of executives	Person	41		44		40		44	
	Total number of training hours provided to executives	Hours	803.77		2,026.00		938.50		2,060.20	
	Average hours of training for executives	Hours	19.60		46.05		23.46		46.82	
	Total number of middle management	Person	115		144		165		184	
	Total number of training hours provided to middle management	Hours	3,905.94		7,564.50		5,392.00		7,254.10	
	Average hours of training for middle management	Hours	33.96		52.53		32.68		39.42	
	Total number of junior management	Person	40		52		82		102	
	Total number of training hours provided to junior management	Hours	1,539.38		232.00		2,279.50		2,675.23	
	Average hours of training for junior management	Hours	38.48		4.46		27.80		26.23	
	Total number of staff	Person	419		492		492		558	
	Total number of training hours provided to staffs	Hours	11,396.88		8,975.00		13,120.00		19,669.53	
	Average hours of training for staffs	Hours	27.20		18.24		26.67		35.25	
	Average hours of training by age group									
	Below 30 years old	Hours/FT E/Year	-	-	19.18	26.44	28.75	32.65	26.99	30.01
	30-50 years old		-	-	27.16	17.06	25.24	29.95	37.13	37.25
	Over 50 years old		-	-	20.18	17.06	20.05	25.25	33.38	47.40
	Average hours of training by training type									
	In-house training	Hours/FT E/Year	-	-	22.00	25.00	23.75	28.81	31.43	34.24
	Public training		-	-	3.00	2.00	1.88	1.40	3.46	2.71
	Average hours of training by nationality									
	Thai	Hours/FT E/Year	-	-	26.66	29.54	26.04	31.49	36.74	38.45
	Others		-	-	0.00	0.00	25.63	30.21	19.20	23.38

GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Human Capital Return on Investment									
	Human Capital Return on Investment (Normalized Basis-)	Times	11.49		12.25		13.33		12.2	
	Human Capital Return on Investment (Reported Basis)	Times	11.78		12.25		13.34		12.2	
401-3	Parental leave									
	Employee that were entitled to parental leave	Person	-	225	-	274	-	286	551	328
	WHA Logistics		-	81	-	90	-	94	75	106
	WHA Industrial Development		-	111	-	143	-	148	288	169
	WHA Utilities and Power		-	31	-	37	-	37	169	45
	WHA Digital		-	2	-	4	-	7	19	8
	Total employee that took parental leave	Person	-	1	-	7	-	6	7	6
	WHA Logistics		-	1	-	4	-	1	-	2
	WHA Industrial Development		-	0	-	3	-	5	6	3
	WHA Utilities and Power		-	0	-	0	-	0	1	0
	WHA Digital		-	0	-	0	-	0	-	1
	Total employee that returned to work in the reporting period after parental leave ended	Person	-	1	-	7	-	6	7	6
	WHA Logistics		-	1	-	4	-	1	-	2
	WHA Industrial Development		-	0	-	3	-	5	6	3
	WHA Utilities and Power		-	0	-	0	-	0	1	0
	WHA Digital		-	0	-	0	-	0	-	1
	Total employee that returned to work after parental leave ended that were still employed 12 months after their return to work	Person	-	1	-	7	-	6	7	6
	WHA Logistics		-	1	-	4	-	1	-	2
	WHA Industrial Development		-	0	-	3	-	5	6	3
	WHA Utilities and Power		-	0	-	0	-	0	1	0
	WHA Digital		-	-	-	0	-	0	-	1
	Total return to work rate	%	-	100	-	100	-	100	-	100
	WHA Logistics		-	100	-	100	-	100	-	100
	WHA Industrial Development		-	-	-	100	-	100	-	100
	WHA Utilities and Power		-	-	-	-	-	-	-	-
	WHA Digital		-	-	-	-	-	-	-	100
	Total retention rate	%	-	100	-	100	-	100	-	100
	WHA Logistics		-	100	-	100	-	100	-	100
	WHA Industrial Development		-	-	-	100	-	100	-	100
	WHA Utilities and Power		-	-	-	-	-	-	-	-
	WHA Digital		-	-	-	-	-	-	-	100
404-3	Employees receiving regular performance and career development reviews									
	Total number of employee receiving regular performance and career development reviews by gender	Person	390	225	454	270	493	286	551	328
		%	100.00	100.00	99.13	98.54	97.43	98.62	98.75	99.39
	Performance review by employee category									
	Total number of executives who received regular performance and career development reviews	Person	41		44		40		44	
	WHA Logistics		14		15		14		16	

GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	WHA Industrial Development		19		20		18		22	
	WHA Utilities & Power		7		8		7		5	
	WHA Digital		1		1		1		1	
	Percentage of executive receiving regular performance and career development reviews by employee category	%	100.00		100.00		100.00		100.00	
	Total number of middle management who received regular performance and career development reviews	Person	115		138		165		183	
	WHA Logistics		45		49		61		63	
	WHA Industrial Development		51		63		73		78	
	WHA Utilities & Power		17		24		26		38	
	WHA Digital		2		2		5		4	
	Percentage of middle management who received regular performance and career development reviews	%	100.00		95.83		100.00		99.46	
	Total number of junior management who received regular performance and career development reviews	person	40		50		82		102	
	WHA Logistics		17		20		27		31	
	WHA Industrial Development		14		21		39		54	
	WHA Utilities & Power		8		8		14		15	
	WHA Digital		1		1		2		2	
	Percentage of junior management who received regular performance and career development reviews	%	100.00		96.15		100.00		100.00	
	Total number of staffs who received regular performance and career development reviews	Person	419		492		492		550	
	WHA Logistics		62		70		64		70	
	WHA Industrial Development		226		269		267		303	
	WHA Utilities & Power		120		141		147		157	
	WHA Digital		11		12		14		20	
	Percentage of staffs who received regular performance and career development reviews	%	100.00		100.00		100.00		98.57	
	Trend of Employee Engagement									
	Employee Engagement	% of actively engaged employee	68		75		73		73	
	Employee Engagement Target 2024		76							
	Data Coverage	% of total employee	93		99		99		99	
	Data Coverage Target 2024		100							

Remark: \*Normalized Revenue excluded FX impact and impact from accounting standard adjustment

Labor Practice Indicator

GRI Standard	Performance	Unit	2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
405-1	Total number of governance bodies members	Person	8	1	9	1	7	1	7	2	
	WHA Logistics		3	1	3	1	2	1	2	1	
	WHA Industrial Development	Person	3	0	3	0	2	0	2	1	
	WHA Utilities and Power		2	0	3	0	3	0	3	0	
	WHA Digital		0	0	0	0	0	0	0	0	
	Diversity of governance bodies by gender	%	88.89	11.11	90.00	10.00	87.50	12.50	77.78	22.22	
	Diversity of governance bodies by age group										
	Below 30 years old	Person	0		0		0		0		
		%	0.00		0.00		0.00		0.00		
	30-50 years old	Person	4		3		3		4		
		%	40.00		30.00		37.50		44.44		
	Over 50 years old	Person	6		7		5		5		
		%	60.00		70.00		62.50		55.56		
	Diversity of total workforce by age group										
	Below 30 years old	Person	78	42	79	45	84	39	103	53	
		% FTEs	20.00	18.67	17.25	16.42	10.55	4.90	11.60	5.97	
	30-50 years old	Person	258	155	318	197	356	219	400	249	
		% FTEs	66.15	68.89	69.43	71.90	44.72	27.51	45.05	28.04	
	Over 50 years old	Person	54	28	61	32	66	32	55	28	
		% FTEs	13.85	12.44	13.32	11.68	8.29	4.02	6.19	3.15	
	Diversity of employee by gender										
	Top management	Person	25	16	27	17	24	16	26	18	
		% FTEs	60.98	39.02	61.36	38.64	3.02	2.01	2.93	2.03	
	Middle management	Person	53	62	70	74	78	87	86	98	
		% FTEs	46.09	53.91	48.61	51.39	9.80	10.93	9.68	11.04	
	Junior management	Person	19	21	23	29	39	43	42	60	
		% FTEs	47.50	52.50	44.23	55.77	4.90	5.40	4.73	6.76	
	Staff	Person	293	126	338	154	352	140	404	154	
		% FTEs	69.93	30.07	68.70	31.30	44.22	17.59	45.50	17.34	
	Diversity of employee by level and age group										
	Top management										
	Below 30 years old	Person	0		0		0		0		
		% FTEs	0		0		0		0		
	30-50 years old	Person	23		26		23		32		
		% FTEs	56.10		59.09		8.01		9.70		
	Over 50 years old	Person	18		18		15		12		
		% FTEs	43.90		40.91		5.23		3.64		
	Total of top management	Person	41		44		38		44		
	Middle management										
	Below 30 years old	Person	3		1		0		0		
		% FTEs	2.61		0.69		0		0		
	30-50 years old	Persons	93		120		132		164		
		% FTEs	80.87		83.33		45.99		49.70		
	Over 50 years old	Person	19		23		21		20		
		% FTEs	16.52		15.97		7.32		6.06		
	Total of middle management	Person	115		144		153		184		
	Junior management										
	Below 30 years old	Person	3		2		0		3		
		% FTEs	7.50		3.85		0		0.91		
	30-50 years old	Person	33		47		70		92		
		% FTEs	82.50		90.38		24.39		27.88		
	Over 50 years old	Person	4		3		7		7		
		% FTEs	10.00		5.77		2.44		2.12		

GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Total of junior management	Person	40		52		77		102	
	Staff									
	Below 30 years old	Person	114		121		111		152	
		% FTEs	27.21		24.59		13.94		17.12	
	30-50 years old	Person	264		322		294		362	
		% FTEs	63.01		65.45		36.93		40.77	
	Over 50 years old	Person	41		49		45		44	
		% FTEs	9.79		9.96		5.65		4.95	
	Total of staff	Person	419		492		450		558	
	Employee with disabilities									
	Total	Person	0	0	0	0	1	0	1	0
		% of total employee	0.00	0.00	0.00	0.00	0.13	0.00	0.11	0.00
	Share of women in total workforce									
	Share of women in total workforce	Person	0	225	0	274	0	290	-	330
	Share of women in total workforce	% of total workforce	0	36.59	0	37.43	0	36.43	-	37.16
	Target 2024	%	40							
	Share of women in all management positions, including junior, middle and top management	Person	0	99	0	124	0	146	-	176
	Share of women in all management positions, including junior, middle and top management	% of total management positions	0	50.51	0	51.67	0	50.87	-	53.33
	Target 2024	%	50							
	Share of women in junior management positions, i.e. first level of management	Person	0	21	0	25	0	43	-	60
	Share of women in junior management positions, i.e. first level of management	% of total junior management positions	0	52.50	0	48.08	0	52.44	-	58.82
	Target 2024	%	50							
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	Person	0	15	0	16	0	16	-	18
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	% of total top management positions	0	36.59	0	36.36	0	40.00	-	40.91
	Target 2024	%	45							
	Share of women in management positions in revenue-generating functions (e.g. sales)	Person	0	21	0	24	0	32	-	37
	Share of women in management positions in revenue-generating functions (e.g. sales)	% of all such managers (i.e. excluding support functions such as HR, IT, Legal etc.)	0	53.85	0	48.00	0	56.14	-	56.06
	Target 2024	%	50							
	Share of women in STEM-related positions	Person	0	87	0	97	0	106	-	117
Share of women in STEM-related positions	% of total STEM positions	0	53.37	0	54.19	0	60.57	-	61.26	



GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Target 2024	%	55							
S&P CSA	Breakdown based on Nationality: Thailand									
	Share in total workforce	Person	386	225	423	251	470	265	497	297
	Share in total workforce	% of total workforce	62.76	36.59	57.79	34.29	59.05	33.29	55.97	33.45
	Share in all management positions, including junior, middle and senior management	Person	97	99	111	110	132	136	140	161
	Share in all management positions, including junior, middle and senior management	% of total management workforce	15.77	16.10	15.16	15.03	45.83	47.22	42.42	48.79
	Breakdown based on Nationality: Others									
	Share in total workforce (American)	Person	1	0	1	0	0	0	0	0
		% of total workforce	0.16	0	0.14	0	0	0	0.00	0.00
	Share in all management positions, including junior, middle and senior management (American)	Person	1	0	1	0	0	0	0	0
		% of total management workforce	0.51	0	0.42	0	0	0	0.00	0.00
	Share in total workforce (Canadian)	Person	1	0	1	0	1	0	0	0
		% of total workforce	0.16	0	0.14	0	0.13	0	0.00	0.00
	Share in all management positions, including junior, middle and senior management (Canadian)	Person	1	0	1	0	1	0	0	0
		% of total management workforce	0.51	0	0.42	0	0.35	0	0.00	0.00
	Share in total workforce (French)	Person	1	0	1	0	1	0	1	0
		% of total workforce	0.16	0	0.14	0	0.13	0	0.11	0.00
	Share in all management positions, including junior, middle and senior management (French)	Person	1	0	1	0	1	0	1	0
		% of total management workforce	0.51	0	0.42	0	0.35	0	0.30	0.00
	Share in total workforce (Vietnamese)	Person	0	0	31	23	33	25	59	33
		% of total workforce	0	0	4.23	3.14	4.15	3.14	6.64	3.72
	Share in all management positions, including junior, middle and senior management (Vietnamese)	Person	0	0	0	1	7	10	13	14
		% of total management workforce	0	0	0	0.42	2.43	3.47	3.94	4.24
	Share in total workforce (Japanese)	Person	1	0	1	0	1	0	1	0
		% of total workforce	0.16	0	0.14	0	0.13	0	0.11	0.00
	Share in all management positions, including junior, middle and senior management (Japanese)	Person	1	0	1	0	1	0	1	0
		% of total management workforce	0.51	0	0.42	0	0.35	0	0.30	0.00
405-2	Ratio of basic salary and remuneration of women to men									
	Average pay for female to male executives	-	1.41		1.41		0.84		1.53	
	Average pay for female to male management		1.20		1.21		0.97		1.01	

GRI Standard	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Average pay for female to male non-management		1.04		1.07		1.17		1.09	
	Equal pay analysis									
	Executive level (base salary only)	Average Baht/Person	444,000	320,000	541,000	370,000	321,000	289,200	506,000	327,400
	Executive level (base salary + other cash incentives)		495,500	352,000	553,000	391,300	403,700	480,000	870,000	570,000
	Management level (base salary only)		94,500	110,080	81,200	111,250	78,000	73,000	80,200	79,600
	Management level (base salary + other cash incentives)		119,400	143,000	95,800	116,300	107,000	103,400	120,000	120,700
	Non-Management level (base salary only)		37,500	38,800	28,400	33,800	21,000	30,500	24,000	32,500
	Non-Management level (base salary + other cash incentives)		44,500	46,500	32,500	34,650	36,000	42,000	45,600	49,600

#### Collective Bargaining Agreements

GRI Standard	Performance	Unit	2021	2022	2023	2024
2-30	<b>Freedom of Association</b>					
	Percentage of total employee covered by collective bargaining agreements	% of total employee	100	100	100	100

#### Human Rights

GRI Standard	Performance	Unit	2021	2022	2023	2024
412-1	<b>Operations that have been subjected to human rights review or impact assessments</b>					
	<b>Human Rights Assessment in Own Operations (including Joint Ventures with management control)</b>					
	A. % of total assessed in Own Operation	Sites	11	11	11	14
		% of Sites	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Sites	11	11	11	14
		% of Sites	100	100	100	100
	C. % of total assessed (of B.) with mitigation actions taken	Sites	11	11	11	14
		% of Sites	100	100	100	100
	<b>Human Rights Assessment in Contractors and Tier-1 Suppliers</b>					
	A. % of total assessed in Contractors and Tier-1 Suppliers	Contractors and Tier-1 Suppliers	638	594	583	680
		% of Contractors and Tier-1 Suppliers	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Contractors and Tier-1 Suppliers	0	0	0	0
		% of Contractors and Tier-1 Suppliers	0	0	0	0
	C. % of total assessed (of B.) with mitigation actions taken	Contractors and Tier-1 Suppliers	0	0	0	0

		% of Contractors and Tier-1 Suppliers	0	0	0	0
	<b>Human Rights Assessment in Joint Ventures (including stakes above 10%, and without management control)</b>					
	A. % of total assessed in Contractors and Tier-1 Suppliers	Joint Ventures	32	32	32	32
		% of Joint Ventures	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Joint Ventures	0	0	0	0
		% of Joint Ventures	0	0	0	0
	C. % of total assessed (of B.) with mitigation actions taken	Joint Ventures	0	0	0	0
		% of Joint Ventures	0	0	0	0
<b>412-2</b>	<b>Employee training on human rights policies or procedures</b>					
	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Hours	180	100	82	127
	% of employee trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	% of total workforce	100	100	100	100
<b>412-3</b>	<b>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</b>					
	Total number of significant investment agreements and contracts	Number	-	-	-	
	Percentage	%	-	-	-	

## Community Development

GRI Standard	Performance	Unit	2021	2022	2023	2024
<b>413-1</b>	<b>Industrial estates with community engagement</b>					
	<b>Total number of industrial estates/ lands</b>	<b>Operation unit</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>12</b>
	- Industrial estates/ lands involved with local community engagement	Operation unit	10	11	12	12
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with social impact assessment	Operation unit	10	10	12	12
		%	100.00	81.81	100.00	100.00
	- Industrial estates/ lands with environmental impact assessments and ongoing monitoring	Operation unit	10	11	12	12
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with public disclosure of results of environmental and social impact assessments	Operation unit	10	9	12	12
		%	100.00	81.81	100.00	100.00
	- Industrial estates/ lands involved with local community development programs based on local communities' needs	Operation unit	10	11	12	12
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with broad based local community consultation committees and processes that include vulnerable groups	Operation unit	10	11	12	12
		%	100.00	100.00	100.00	100.00

GRI Standard	Performance	Unit	2021	2022	2023	2024
	- Industrial estates/ lands involved with works councils, occupational health and safety committees	Operation unit	10	11	12	12
		%	100.00	100.00	100.00	100.00
Type of Philanthropic Activities						
	Total type of philanthropic activities	% of total cost	100.00	100.00	100.00	100.00
	A) Charitable donations	% of total cost	29.10	25.39	20.06	16.31
	WHA Logistics		0.00	0.00	0.00	0.00
	WHA Industrial Development		8.73	5.33	13.04	10.60
	WHA Utilities & Power		20.37	20.06	7.02	5.71
	WHA Digital		0.00	0.00	0.00	0.00
	B) Community investment	% of total cost	32.46	24.61	21.23	25.33
	WHA Logistics		6.27	0.00	0.00	16.47
	WHA Industrial Development		7.86	5.17	13.80	8.86
	WHA Utilities & Power		18.33	19.44	7.43	0.00
	WHA Digital		0.00	0.00	0.00	0.00
	C) Community initiatives	% of total cost	38.44	50.00	58.71	58.36
	WHA Logistics		0.00	3.26	0.00	0.00
	WHA Industrial Development		11.53	9.81	38.16	37.93
	WHA Utilities & Power		26.91	36.93	20.55	20.43
	WHA Digital		0.00	0.00	0.00	0.00
Philanthropic Contributions						
	Total amount of Cash contributions	Million Baht	22.20	9.84	12.13	8.31
	WHA Logistics		1.41	1.12	0.00	0.00
	WHA Industrial Development		6.32	1.83	7.88	5.40
	WHA Utilities & Power		14.47	6.89	4.25	2.91
	WHA Digital		0.00	0.00	0.00	0.00
	Total amount of Time: employee volunteering during paid working hours	Million Baht	4.52	13.28	17.97	20.27
	WHA Logistics		1.12	2.08	3.41	3.86
	WHA Industrial Development		1.02	7.24	8.91	9.11
	WHA Utilities & Power		2.37	3.93	5.61	7.28
	WHA Digital		0.01	0.03	0.04	0.02
	Total amount of In-kind giving: product or services donations, projects/partnerships or similar	Million Baht	43.51	46.13	36.65	50.94
	WHA Logistics		42.91	1.12	0.00	0.00
	WHA Industrial Development		0.60	11.73	23.82	33.11
	WHA Utilities & Power		0.00	33.28	12.83	17.83
	WHA Digital		0.00	0.00	0.00	0.00
	Total amount of Management overheads	Million Baht	5.63	7.75	11.14	10.12
	WHA Logistics		0.61	1.30	2.96	2.28
	WHA Industrial Development		3.91	5.30	5.97	5.78
	WHA Utilities & Power		1.11	1.07	2.13	1.72
	WHA Digital		0.00	0.08	0.08	0.34

## Occupational Health and Safety

GRI Standard	Performance	Unit	2021	2022	2023	2024
403-8	Number of worker who covered by an occupational health and safety management system					
	employee and worker who are not employee but whose work and/or workplace is controlled by the organization, who are covered by such a system;	%	100	100	100	100
	employee and worker who are not employee but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited		100	100	100	100
	employee and worker who are not employee but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party		-	-	-	-
403-9	The number of hours worked					
	Employee	Hours	1,726,988	1,185,274	1,178,004	1,293,129
	WHA Logistics		185,768	149,250	65,960	85,776
	WHA Industrial Development		1,188,194	583,743	594,368	659,074
	WHA Utilities & Power		320,746	444,553	511,938	541,054
	WHA Digital		32,280	7,728	5,738	7,225
	Contractor		1,045,239	8,345,341	7,415,504	5,533,238
	WHA Logistics		578,496	4,461,919	3,410,663	4,592,520
	WHA Industrial Development		74,750	3,086,284	3,076,171	2,865,094
	WHA Utilities & Power		391,993	695,813	885,540	921,218
	WHA Digital		-	101,325	43,130	19,500
	Lost time injury frequency rate (LTIFR) – Employee					
	Employee	Case per 1,000,000 hours worked	1.16	1.61	0.00	0.00
	WHA Logistics		0.58	0.00	0.00	0.00
	WHA Industrial Development		0.00	5.14	0.00	0.00
	WHA Utilities and Power		0.58	0.00	0.00	0.00
	WHA Digital		0.00	0.00	0.00	0.00
	Data coverage	% of employee	100.00	100.00	100	100
	Lost time injury frequency rate (LTIFR) – Contractor					
	Contractor	Case per 1,000,000 hours worked	0.00	0.35	0.27	0.52
	WHA Logistics		0.00	0.22	0.31	0.09
	WHA Industrial Development		0.00	0.32	0.27	0.17
	WHA Utilities and Power		0.00	1.44	0.00	0.26
	WHA Digital		0.00	0.00	0.00	0.00
	Data coverage	% of Contractor	100.00	100.00	100	100
	Number of high consequences work related injuries					
	Employee	Case/ 1,000,000 hours worked	0.00	0.00	0.00	0.00
	WHA Logistics		0.00	0.00	0.00	0.00
	WHA Industrial Development		0.00	0.00	0.00	0.00
	WHA Utilities and Power		0.00	0.00	0.00	0.00
	WHA Digital		0.00	0.00	0.00	0.00
	Contractor		0.00	0.19	0.00	0.11
	WHA Logistics		0.00	0.00	0.00	0.00
	WHA Industrial Development		0.00	0.29	0.00	0.11
	WHA Utilities and Power		0.00	0.00	0.00	0.00
	WHA Digital		0.00	0.00	0.00	0.00
	Number of recordable work-related injuries					
	Employee	Case	0	3	1	0
	WHA Logistics		1	0	0	0
	WHA Industrial Development		0	3	0	0
	WHA Utilities and Power		1	0	1	0
	WHA Digital		0	0	0	0
	Contractor		1	3	2	6
	WHA Logistics		0	1	1	1
	WHA Industrial Development		0	1	0	2

GRI Standard	Performance	Unit	2021	2022	2023	2024
	WHA Utilities and Power		1	1	1	3
	WHA Digital		0	0	0	0
	Fatalities as a result of work-related injury					
	Employee	Person	0	0	0	0
	Data Coverage	% of employee	100	100	100	100
	Contractor	Person	0	0	0	0
	Data Coverage	% of contractor	100	100	100	100
	Absentee Rate as a result of work-related injury					
	Employee	% of total days scheduled	0	0	0	0
	Target 2024	% of total days scheduled	0			
	Data Coverage	% of employee	100	100	100	100
	Absentee Rate					
	Employee	% of total days scheduled	0.82	0.99	1.30	1.17
	Target 2024	% of total days scheduled	1.20			
	Data Coverage	% of employee	100	100	100	100
403-10	Fatalities as a result of work-related ill health					
	Employee	Person	0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Digital		0	0	0	0
	Contractor		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Digital		0	0	0	0
	Number of recordable work-related ill health					
	Employee	Cases	0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Digital Platform		0	0	0	0
	Contractor		0	0	2	1
	WHA Logistics		0	0	1	0
	WHA Industrial Development		0	0	1	1
	WHA Utilities and Power		0	0	0	0
	WHA Digital		0	0	0	0

#### OHSMS Training

GRI Standard	Performance	Unit	2021	2022	2023	2024
<b>FTSE RUSSELL</b>	<b>Safety training</b>					
	Staff trained on safety	Person	67	137	134	640
	Staff trained (General training which includes safety)	Person	90	184	174	730

Additional Information

Performance	Unit	2021	2022	2023	2024
Energy consumption within the organization*					
Energy consumption from non-renewable sources*					
Total non-renewable energy consumption	MWh	38,818.08	39,040.38	41,785.81	46,145.71
Diesel / Petrol/ Gasoline	MWh	4,883.00	5,649.96	5,957.51	6,848.55
Grid electricity consumption* (Excluding Renewable Energy Source)	MWh	33,935.08	33,390.42	35,828.30	39,297.16
Total non-renewable energy consumption intensity ratio*	MWh/THB mm	3.24	2.51	2.46	3.22
Target 2024	MWh	40,500			
Energy consumption from renewable source*					
Total renewable energy consumption*	MWh	3,195.00	4,290.18	4,558.23	4,688.33
Solar Power	MWh	863.03	1,656.84	1,619.70	1,675.89
Renewable energy portion from Grid electricity consumption*	MWh	2,331.97	2,633.34	2,938.53	3,012.44
Percentage of electricity from renewable sources (wind, water, solar, biogas)*	%	8.23	10.99	10.91	10.16
Total energy consumption					
Total	MWh	42,013.08	43,330.56	46,344.04	50,834.04
Data coverage for Energy Consumption					
Data coverage	% of Revenue	100	100	100	100

Remark: \*Adjusted the energy consumption data by segregating the renewable and non-renewable portions within grid electricity consumption