

## Asset World Corporation Public Company Limited

### Sustainability Data Coverage

Required data	Environmental				Social	
	Energy	GHG Emission	Water	Waste	Human Resources	Health&Safety
Coverage (% of Total Revenue)	99.98%	99.98%	99.98%	80.22%	99.98%	99.72%

### Sustainability Performance

GRI	Information	Unit	2020	2021	2022	2023
<b>Environment</b>						
<b>Energy information</b>						
302-1	Total non-renewable energy consumption (AWC + Tenant)	MWh	192,746.75	196,717.34	222,075.70	257,908.87
	Total non-renewable energy consumption (Only AWC)	MWh	189,386.75	146,948.38	180,935.86	202,275.19
	Total renewable energy consumption	MWh	0.00	0.00	515.847	3,851.623
	Fuel consumed:					
	Diesel	MWh	426.47	580.79	704.28	799.49
	Gasoline	MWh	89.15	18.05	17.94	146.04
	Liquid petroleum gas (LPG)	MWh	6,417.52	6,825.46	12,969.57	10,950.52
	Energy purchased:					
	Electricity purchased	MWh	185,808.71	189,293.04	208,383.91	246,012.82
	Energy sold:					
	Electricity sold	MWh	3,360.00	49,768.96	41,139.84	55,633.68
	Electricity consumption (Only AWC)	MWh	182,448.71	139,524.08	167,244.07	190,379.14
302-3	Energy intensity	MWh/million THB	30.86	17.75	12.46	10.64
	Electricity intensity	MWh/million THB	29.73	16.15	11.52	10.01

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
<b>Greenhouse gases and emissions</b>						
305-1	Direct (Scope 1) GHG emissions	t CO <sub>2</sub> eq	9,486.81	9,791.90	9,442.74	12,321.62
305-2	Energy indirect (Scope 2) GHG emissions - Market Based	t CO <sub>2</sub> eq	91,206.11	69,748.09	83,605.31	95,170.53
	Energy indirect (Scope 2) GHG emissions - Location Based	t CO <sub>2</sub> eq	91,206.11	69,748.09	83,863.18	97,095.96
305-4	GHG emissions intensity (Scope 1+2)	t CO <sub>2</sub> eq/million THB	16.41	9.61	6.41	5.65
305-3	Indirect (Scope 3) GHG emissions	t CO <sub>2</sub> eq	0.00	67.21	47,906.77	57,952.40
	Category 1 Purchased goods and services*	t CO <sub>2</sub> eq	0.00	0.00	1,916.35	1,957.85
	Category 3 Fuel-and-energy-related activities*	t CO <sub>2</sub> eq	0.00	0.00	17,351.19	19,505.02
	Category 5 Waste generated in operations*	t CO <sub>2</sub> eq	0.00	0.00	8,007.56	7,288.54
	Category 6 Business Travel - Air transportation*	t CO <sub>2</sub> eq	0.00	67.21	65.86	159.51
	Category 13 Downstream Leased Assets*	t CO <sub>2</sub> eq	0.00	0.00	20,565.81	29,041.48
305-6	Ozone-depleting Substances refilled or replaced	kg of CFC-11 eq	240.37	620.48	224.59	299.70

Remark; Scope 3 emissions are calculated using standards, methodologies, and emission factors from the GHG Protocol, IPCC, and the Thailand Greenhouse Gas Management Organization (TGO), among others. Assumptions include uniform emission factors for similar activities and a consistent reporting period. Emissions are allocated based on the proportion of activity data relative to operations at each property, ensuring that emissions are proportionate to the energy consumed at specific properties during the reporting period.

**Category 1. Purchased Goods and Services:**

Emissions from water supply by third parties are calculated using the average-data method, based on cubic meters from monthly water bills. Emission factors are from the EF CFP of TGO, updated July 2022. Other goods and services are excluded due to inconsistent data.

**Category 3. Fuel-and-Energy-Related Activities:**

Emissions are calculated from energy and electricity usage at each property using the average-data method, based on bills from third-party suppliers. Emission factors are from the EF CFP of TGO, updated July 2022.

**Category 5. Waste Generated in Operations:**

Emissions from waste disposal via landfill and incineration are calculated using the waste-type-specific method, with data on measurable waste volumes. Emission factors are from the EF CFP of TGO, updated July 2022. Recycling and composting are excluded due to low impact and inconsistent data.

**Category 6. Business Travel:**

Emissions from air travel are calculated using the distance-based method with ICAO tools, as air travel is the main source of emissions. Other travel modes are excluded due to lesser impact.

**Category 13. Downstream Leased Assets:**

Emissions from LPG consumption and electricity for tenants are calculated using the lessor-specific method, with data from tenant invoice and inquiries. Emission factors are from the EF CFP of TGO, updated July 2022. Other direct emissions are excluded to ensure clear boundaries.

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
<i>Water</i>						
303-3	<b>Total withdrawal from all areas</b>	<b>cu.m.</b>	<b>3,371,959.75</b>	<b>1,869,358.27</b>	<b>2,411,120.00</b>	<b>2,732,433.83</b>
	Total water withdrawal from areas <b><u>WITHOUT Water Stress</u></b>	<b>cu.m.</b>	<b>3,371,959.75</b>	<b>1,869,358.27</b>	<b>2,258,614.00</b>	<b>2,538,279.83</b>
	Surface water					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	131,952.17	86,172.19
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	1.16	1,668.00	74,379.83	57,611.91
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Seawater					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Third-party water (municipal water supply)					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	3,371,958.59	1,867,690.27	2,052,282.00	2,394,495.73
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Total water withdrawal from areas <b><u>WITH Water Stress</u></b>	<b>cu.m.</b>	<b>0.00</b>	<b>0.00</b>	<b>152,506.00</b>	<b>194,154.00</b>
	Surface water					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	38,036.00	81,589.00
Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00	

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
<i>Water</i>						
303-3	Total water withdrawal from areas <b><u>WITH Water Stress</u></b>					
	Seawater					
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Third-party water (municipal water supply)					
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	114,470.00	112,565.00
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
303-4	<b>Total Water Discharge to all areas</b>	<b>cu.m.</b>	<b>1,308,736.11</b>	<b>1,115,768.13</b>	<b>1,471,783.23</b>	<b>1,546,277.96</b>
	Total water discharged to areas <b><u>WITHOUT Water Stress</u></b>	<b>cu.m.</b>	<b>1,308,736.11</b>	<b>1,115,768.13</b>	<b>1,349,684.42</b>	<b>1,396,050.16</b>
	Surface water					
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	1,308,736.11	1,115,768.13	1,259,106.25	1,393,564.62
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater					
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Seawater					
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	90,578.17	0.00
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Third-party water					
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	2,485.54
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	<b>Total Freshwater discharge to all areas</b>	<b>cu.m.</b>	<b>1,308,736.11</b>	<b>1,115,768.13</b>	<b>1,349,684.42</b>	<b>1,396,050.16</b>
<b>Total other water discharge to all areas</b>	<b>cu.m.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
<i>Water</i>						
303-3	<b>Total water discharged to areas WITH Water Stress</b>	cu.m.	0.00	0.00	<b>122,098.81</b>	<b>150,227.80</b>
	Surface water					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	115,202.01	71,238.80
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Seawater					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Third-party water (municipal wastewater treatment)					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	6,896.80	78,989.00
	Other water ( $> 1,000$ mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	<b>Total Freshwater discharge to all areas</b>	cu.m.	0.00	0.00	122,098.81	0.00
<b>Total other water discharge to all areas</b>	cu.m.	0.00	0.00	0.00	0.00	
303-5	<b>Total water consumption from all areas</b>	<b>cu.m.</b>	<b>2,063,223.64</b>	<b>753,590.14</b>	<b>939,336.77</b>	<b>1,186,155.87</b>
	Total water consumption from areas <b>WITHOUT Water Stress</b>	cu.m.	2,063,223.64	753,590.14	908,929.58	1,142,229.67
	Total water consumption from areas <b>WITH Water Stress</b>	cu.m.	0.00	0.00	30,407.19	43,926.20
	<b>Total water Recycling and Reuse</b>	<b>cu.m.</b>	0.00	0.00	<b>266,434.80</b>	<b>90,861.17</b>
		%	0%	0%	11%	3%

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
<b>Waste</b>						
306-3	<b>Total waste generated</b>	<b>Metric Ton</b>	<b>7,580.71</b>	<b>10,846.65</b>	<b>11,610.02</b>	<b>11,093.28</b>
	Total hazardous waste generated	Metric Ton	32.15	406.636	486.391	10.66
	Total non-hazardous waste generated	Metric Ton	7,548.56	10,440.02	11,123.62	11,082.618
306-4	<b>Total waste diverted from disposal</b>	<b>Metric Ton</b>	<b>359.32</b>	<b>2,815.07</b>	<b>1,057.90</b>	<b>1,990.53</b>
	<b>Total Hazardous Waste diverted from disposal</b>	<b>Metric Ton</b>	<b>25.00</b>	<b>25.08</b>	<b>0.95</b>	<b>2.20</b>
	Diverted from <u>onsite disposal</u>	Metric Ton	0.00	0.00	0.00	0.00
	Preparation for reuse	Metric Ton	0.00	0.00	0.00	0.00
	Recycling	Metric Ton	0.00	0.00	0.00	0.00
	Other recovery operations	Metric Ton	0.00	0.00	0.00	0.00
	<i>Diverted from <u>offsite disposal</u></i>	Metric Ton	25.00	25.08	0.95	2.199
	Preparation for reuse	Metric Ton	0.00	0.00	0.00	0.00
	Recycling	Metric Ton	25.00	25.08	0.95	2.20
	Other recovery operations	Metric Ton	0.00	0.00	0.00	0.00
	<b>Total Non-hazardous Waste diverted from disposal</b>	<b>Metric Ton</b>	<b>334.32</b>	<b>2,790.00</b>	<b>1,056.95</b>	<b>1,988.34</b>
	<i>Diverted from <u>onsite disposal</u></i>	Metric Ton	0.00	0.00	0.00	29.22
	Composting	Metric Ton	0.00	0.00	0.00	29.22
	<i>Diverted from <u>offsite disposal</u></i>	Metric Ton	334.32	2,790.00	1,056.95	1,959.11
	Preparation for reuse	Metric Ton	86.56	203.35	6.67	510.00
	Composting	Metric Ton	0.00	0.00	0.00	27.72
	Recycling	Metric Ton	202.30	2,574.52	517.93	468.28
Other recovery operations	Metric Ton	45.46	12.13	532.34	953.11	

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
<b>Waste</b>						
306-5	<b>Total Waste directed to disposal</b>	<b>Metric Ton</b>	<b>7,221.40</b>	<b>8,031.58</b>	<b>10,552.12</b>	<b>9,102.75</b>
	<b>Total Hazardous Waste directed to disposal</b>	<b>Metric Ton</b>	<b>7.15</b>	<b>381.56</b>	<b>485.44</b>	<b>8.46</b>
	<i>Directed to <u>offsite disposal</u></i>	Metric Ton	7.15	381.56	485.44	8.46
	Incineration with energy recovery	Metric Ton	0.00	0.00	16.59	0.00
	Incineration without energy recovery	Metric Ton	0.00	0.03	0.00	1.06
	Landfilling	Metric Ton	7.10	129.53	48.85	7.41
	Other disposal operations	Metric Ton	0.06	252.00	420.00	0.00
	<b>Total Non-hazardous Waste directed to disposal</b>	<b>Metric Ton</b>	<b>7,214.24</b>	<b>7,650.02</b>	<b>10,066.68</b>	<b>9,094.28</b>
	<i>Directed to <u>onsite disposal</u></i>	Metric Ton	0.07	0.00	1.14	0.00
	Incineration with energy recovery	Metric Ton	0.00	0.00	0.00	0.00
	Incineration without energy recovery	Metric Ton	0.00	0.00	0.00	0.00
	Landfilling	Metric Ton	0.01	0.00	1.14	0.00
	Other disposal operations	Metric Ton	0.06	0.00	0.00	0.00
	<i>Directed to <u>offsite disposal</u></i>	Metric Ton	7,214.17	7,650.02	10,065.54	9,094.28
	Incineration with energy recovery	Metric Ton	0.00	0.00	108.89	160.52
	Incineration without energy recovery	Metric Ton	0.00	0.00	0.00	0.00
	Landfilling	Metric Ton	7107.57	7,535.02	9927.91	8,933.76
	Other disposal operations	Metric Ton	106.60	115.00	28.74	0.00
	Total Incineration with energy recovery	Metric Ton	0.00	0.00	125.48	160.52
	Total Incineration without energy recovery	Metric Ton	0.00	0.03	0.00	1.06
103-2	<b>Total weight of all food loss &amp; waste</b>	<b>Metric Ton</b>	<b>149.35</b>	<b>233.16</b>	<b>532.34</b>	<b>1,104.11</b>
	Total weight of food loss & Waste volumes used for alternative purposes	Metric Ton	149.35	227.16	532.34	919.33
	Total discarded	Metric Ton	0.00	6.00	0.00	184.78
	Food Loss & Waste intensity	Metric Ton / Million THB	0.000024	0.000028	0.036655	0.058078
	Data Coverage	% of business operation	55.00	57.00	60.00	63.00
	Remarks; AWC has set a FY2023 target to manage no more than a total of 1,185 metric tons of food loss and waste. Of this amount, 80% will be repurposed for alternative uses, while 20% will be discarded.					

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
	<b>Packaging Materials</b>					
	<b>Wood/Paper fiber packaging</b>					
	Cost of goods sold	%				0.36
	Total Weight	Metric Ton				5.73
	Recycled and/or Certified Material	% of total weight				100.00
	Target of Recycled and/or Certified Material	% of total weight				100.00
	<b>Glass packaging</b>					
	Cost of goods sold	%				2.68
	Total Weight	Metric Ton				4.67
	Recycled and/or Certified Material	% of total weight				100.00
	Target of Recycled and/or Certified Material	% of total weight				100.00
	<b>Plastic Packaging</b>					
	Total weight of all plastic packaging	Metric Ton	1.049	2.559	4.574	10.202
	Percentage of recyclable plastic packaging	% of the total weight of all plastic packaging				46.48
	Percentage of compostable plastic packaging	% of the total weight of all plastic packaging				35.42
	Percentage of recycled content within your plastic packaging	% of the total weight of all plastic packaging				1.25
	Coverage	% of cost of goods sold	1.00	0.60	0.61	0.37

**Asset World Corporation Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020	2021	2022	2023
	<b><i>Return on Environmental Investments</i></b>					
	Capital Investments	THB	62,000,000.00	2,391,577.00	5,450,000.00	24,763,737.60
	Operating Expenses	THB	163,710.00	3,084,111.00	4,386,300.00	8,299,495.66
	Total Expenses (Capital Investment + Operating Expenses)	THB	62,163,710.00	5,475,688.00	9,836,300.00	33,063,233.26
	Cost Saving	THB	42,549,631.00	42,031,511.00	49,260,000.00	54,151,189.00
	Percentage of operations covered	%	41.00	69.00	90.00	100.00
	<b><i>Environmental Compliance</i></b>					
	<b>Non-compliance with environmental laws and regulations</b>					
	Number of violations of legal obligations/ regulations	Case	0	2	0	0
	Amount of fines/penalties related to the above	Million THB	0	0.02	0	0
	Total number of non-monetary sanctions	Case	0	0	0	0
	Total number of case brought through dispute resolution mechanisms	Case	0	0	0	0
2-27						

**Asset World Corp Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020			2021			2022			2023			
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
	<b>Social</b>														
	<b>Workers &amp; Employment</b>														
2-7&2-8	<b>Employee &amp; other workers</b>														
	Total worker	Person	2,690	2,557	<b>5,247</b>	3,308	2,788	<b>6,096</b>	2,871	2,693	<b>5,564</b>	3,529	3,281	<b>6,810</b>	
	Total employee	Person	2,559	2,469	<b>5,028</b>	2,908	2,681	<b>5,589</b>	2,707	2,636	<b>5,343</b>	3,286	3,201	<b>6,487</b>	
	Total contractor	Person	131	88	<b>219</b>	400	107	<b>507</b>	164	57	<b>221</b>	243	80	<b>323</b>	
	Total employee by nationality														
	Thai	Person							2,619	2,616	<b>5,235</b>	3,173	3,175	<b>6,348</b>	
		%							96.7	99.2	<b>98.0</b>	96.6	99.2	<b>97.9</b>	
	Asian	Person							38	15	<b>53</b>	54	20	<b>74</b>	
		%							1.4	0.6	<b>1.0</b>	1.6	0.6	<b>1.1</b>	
	Other foreigners	Person							50	5	<b>55</b>	59	6	<b>65</b>	
		%							1.8	0.2	<b>1.0</b>	1.8	0.2	<b>1.0</b>	
	Share in all management positions, including junior, middle and senior management														
	Thai	%									<b>90.0</b>			<b>85.2</b>	
	Asian	%									<b>4.9</b>			<b>7.9</b>	
	Other foreigners	%									<b>5.1</b>			<b>6.9</b>	
	Employee with disability														
	Total number of employee with disability	Person							37	11	<b>48</b>	40	14	<b>54</b>	
	Total employee by type of working time														
	Full-time	Person										3,285	3,202	<b>6,487</b>	
	Part-time	Person										31	22	<b>53</b>	
405-1	<b>Diversity of governance bodies and employees</b>														
	Total employee by level														
	Top Management (including; Executive and Senior management)	Person	149	120	<b>269</b>	236	214	<b>450</b>	197	191	<b>388</b>	99	80	<b>179</b>	
		%	5.8	4.9	<b>5.4</b>	8.1	8.0	<b>8.1</b>	7.3	7.2	<b>7.3</b>	3.0	2.5	<b>2.8</b>	
	Junior management	Person	403	474	<b>877</b>	379	443	<b>822</b>	315	373	<b>688</b>	352	408	<b>760</b>	
		%	15.7	19.2	<b>17.4</b>	13.0	16.5	<b>14.7</b>	11.6	14.2	<b>12.9</b>	10.7	12.7	<b>11.7</b>	
	Other employee	Person	2,007	1,875	<b>3,882</b>	2,293	2,024	<b>4,317</b>	2,195	2,072	<b>4,267</b>	2,835	2,713	<b>5,548</b>	
		%	78.4	75.9	<b>77.2</b>	78.9	75.5	<b>77.2</b>	81.1	78.6	<b>79.9</b>	86.3	84.8	<b>85.5</b>	
	Total employee by age														
	<30 years	Person	602	710	<b>1,312</b>	752	757	<b>1,509</b>	609	732	<b>1,341</b>	816	945	<b>1,761</b>	
		%	23.5	28.8	<b>26.1</b>	25.9	28.2	<b>27.0</b>	22.5	27.8	<b>25.1</b>	24.8	29.5	<b>27.1</b>	
	30 - 50 years	Person	1,755	1,652	<b>3,407</b>	1,919	1,770	<b>3,689</b>	1,881	1,784	<b>3,665</b>	2,206.0	2,082.0	<b>4,288</b>	
		%	68.6	66.9	<b>67.8</b>	66.0	66.0	<b>66.0</b>	69.5	67.7	<b>68.6</b>	67.1	65.0	<b>66.1</b>	
	>50 years	Person	202	107	<b>309</b>	237	154	<b>391</b>	217	120	<b>337</b>	264	174	<b>438</b>	
	%	7.9	4.3	<b>6.1</b>	8.1	5.7	<b>7.0</b>	8.0	4.6	<b>6.3</b>	8.0	5.4	<b>6.8</b>		

**Asset World Corp Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020			2021			2022			2023			
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
401-1	<b>New employee hires</b>														
	New employee														
	New employee	Person	212	210	<b>422</b>	194	176	<b>370</b>	1,130	1,251	<b>2,381</b>	1,055	1,122	<b>2,177</b>	
	New hire rate	%	8.3	8.5	<b>8.4</b>	6.7	6.6	<b>6.6</b>	41.7	47.5	<b>44.6</b>	32.1	35.1	<b>33.6</b>	
	Internal hire rate (open positions filled by internal candidates)	%			<b>0</b>			<b>15.4</b>			<b>0</b>			<b>18.9</b>	
	Average hiring cost	Baht/FTE			<b>0</b>			<b>0</b>			<b>2,521</b>			<b>1,902</b>	
	New employee by level														
	Top Management (including; Executive and Senior management)	Person							61	49	<b>110</b>	24	17	<b>41</b>	
		%							2.3	1.9	<b>2.1</b>	0.73	0.53	<b>0.63</b>	
	Junior management	Person							135	130	<b>265</b>	117	106	<b>223</b>	
		%							5.0	4.9	<b>5.0</b>	3.6	3.3	<b>3.4</b>	
	Other employee	Person							934	1,072	<b>2,006</b>	914	999	<b>1,913</b>	
		%							34.5	40.7	<b>37.5</b>	27.8	31.2	<b>29.5</b>	
	New employee by age group														
	<30 years	Person		72	82	<b>154</b>	76	92	<b>168</b>	445	600	<b>1,045</b>	427	522	<b>949</b>
		%		2.8	3.3	<b>3.1</b>	2.6	3.4	<b>3.0</b>	16.4	22.8	<b>19.6</b>	13.0	16.3	<b>14.6</b>
	30-50 years	Person		124	123	<b>247</b>	116	80	<b>196</b>	658	630	<b>1,288</b>	600	585	<b>1,185</b>
		%		4.8	5.0	<b>4.9</b>	4.0	3.0	<b>3.5</b>	24.3	23.9	<b>24.1</b>	18.3	18.3	<b>18.3</b>
	>50 years	Person		14	5	<b>19</b>	2	4	<b>6</b>	27	21	<b>48</b>	28	15	<b>43</b>
		%		0.5	0.2	<b>0.4</b>	0.1	0.1	<b>0.1</b>	1.0	0.8	<b>0.9</b>	0.9	0.5	<b>0.7</b>
	<b>Employee turnover rate</b>														
	Total employee turnover rate	Person		697	660	<b>1,357</b>	538	547	<b>1,085</b>	958	965	<b>1,923</b>	753	777	<b>1,530</b>
		%		27.2	26.7	<b>27.0</b>	18.5	20.4	<b>19.4</b>	35.4	36.6	<b>36.0</b>	22.9	24.3	<b>23.6</b>
	Voluntary employee turnover rate	Person		496	489	<b>985</b>	421	478	<b>899</b>	731	765	<b>1,496</b>	567	622	<b>1,189</b>
		%		19.4	19.8	<b>19.6</b>	14.5	17.8	<b>16.1</b>	27.0	29.0	<b>28.0</b>	17.3	19.4	<b>18.3</b>
	Turnover employee by level														
	Top Management (including; Executive and Senior management)	Person							74	48	<b>122</b>	18	18	<b>36</b>	
		%							2.7	1.8	<b>2.3</b>	0.5	0.6	<b>0.6</b>	
	Junior management	Person							137	133	<b>270</b>	99	91	<b>190</b>	
		%							5.1	5.0	<b>5.1</b>	3.0	2.8	<b>2.9</b>	
	Other employee	Person							747	784	<b>1,531</b>	636	668	<b>1,304</b>	
		%							27.6	29.7	<b>28.7</b>	19.4	20.9	<b>20.1</b>	
	Turnover by age group														
	<30 years	Person		247	289	<b>536</b>	190	217	<b>407</b>	290	320	<b>610</b>	180	274	<b>454</b>
		%		9.7	11.7	<b>10.7</b>	6.5	8.1	<b>7.3</b>	10.7	12.1	<b>11.4</b>	5.5	8.6	<b>7.0</b>
	30-50 years	Person		410	345	<b>755</b>	326	320	<b>646</b>	621	611	<b>1,232</b>	536	484	<b>1,020</b>
		%		16.0	14.0	<b>15.0</b>	11.2	11.9	<b>11.6</b>	22.9	23.2	<b>23.1</b>	16.3	15.1	<b>15.7</b>
	>50 years	Person		38	28	<b>66</b>	22	10	<b>32</b>	47	34	<b>81</b>	37	19	<b>56</b>
		%		1.5	1.1	<b>1.3</b>	0.8	0.4	<b>0.6</b>	1.7	1.3	<b>1.5</b>	1.1	0.6	<b>0.9</b>

**Asset World Corp Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020			2021			2022			2023		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
401-3	<b>Parental Leave</b>													
	Number of employees entitled to parental leave	Person	1,226	2,383	<b>3,609</b>	335	2,398	<b>2,733</b>	1,588	2,590	<b>4,178</b>	1,447	2,821	<b>4,268</b>
	Number of employees taking parental leave	Person	6	89	<b>95</b>	2	22	<b>24</b>	9	41	<b>50</b>	8	34	<b>42</b>
	Number of employees returning to work after parental leave	Person	6	85	<b>91</b>	2	15	<b>17</b>	9	36	<b>45</b>	8	32	<b>40</b>
		%	100.0	95.5	<b>95.8</b>	100.0	68.2	<b>70.8</b>	100.0	87.8	<b>90.0</b>	100.0	94.1	<b>95.2</b>
	Number of employees returning to work after parental leave who were still employed for 12 months after returning	Person	6	55	<b>61</b>	2	11	<b>13</b>	3	36	<b>39</b>	7	38	<b>46</b>
<b>Training &amp; Development</b>														
404-1	<b>Training</b>													
	Average hours per FTE of training and development	hours/FTE			<b>41.83</b>			<b>71.8</b>	50.05	55.50	<b>52.74</b>			<b>80</b>
	Average amount spent per FTE on training and development	Baht/FTE			<b>1,653.39</b>			<b>983.09</b>	1,746.45	1,672.55	<b>1,728.82</b>			<b>3,553</b>
<b>Employee receiving regular performance and career development reviews</b>														
404-3	Top Management (including; Executive and Senior management)	Person	149	120	<b>269</b>	189	141	<b>330</b>	192	186	<b>378</b>	99	79	<b>178</b>
		%	100.0	100.0	<b>100.0</b>	80.1	65.9	<b>73.3</b>	97.5	97.4	<b>97.4</b>	100.0	98.8	<b>99.4</b>
	Junior Management	Person	403	473	<b>876</b>	343	350	<b>693</b>	297	358	<b>655</b>	329	390	<b>719</b>
		%	100.0	99.8	<b>99.9</b>	90.5	79.0	<b>84.3</b>	94.3	96.0	<b>95.2</b>	93.5	95.6	<b>94.6</b>
	Other Employee	Person	1,983	1,855	<b>3,838</b>	1,900	1,419	<b>3,319</b>	2,065	1,958	<b>4,023</b>	2,419	2,345	<b>4,764</b>
		%	98.8	98.9	<b>98.9</b>	82.9	70.1	<b>76.9</b>	94.1	94.5	<b>94.3</b>	85.3	86.4	<b>85.9</b>
*Remark: - Training breaks down by employee level in hotel property (hours/FTE): Top Management (including; Executive and Senior management) = 79, Junior Management = 71, and Other Employees = 81 - Training breaks down by employee age in hotel property (hours/FTE): Age <30 = 72, Age 30-50 = 84, and Age >50 = 76														

**Asset World Corp Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020			2021			2022			2023		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Occupational Health &amp; Safety</b>														
403-8	<b>Workers covered by an occupational health and safety management system</b>													
	Employees	Person			4,592			4,466			5,343			6,487
		%			91.3			79.9			100			100
	Contractors	Person			0			0			221			323
		%			0			0			100			100
	<b>Workers covered by such a system that has been internally audited</b>													
	Employees	Person			4,592			4,466			5,343			6,487
		%			91.3			79.9			100			100
	Contractors	Person			0			0			221			323
		%			0			0			100			100
	<b>Workers covered by such a system that has been audited or certified by an external party</b>													
	Employees	Person			4,592			4,466			5,343			6,487
%				91.3			79.9			100			100	
Contractors	Person			0			0			221			323	
	%			0			0			100			100	
403-9	<b>Work-related injuries</b>													
	Number of fatalities as a result of work-related injury													
	Employees	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Contractors	Person	0	0	0	0	0	0	0	0	0	0	0	0
	Number of hours worked													
	Employees	Hours	8,258,172	8,125,233	16,383,405	13,557,034	13,066,958	26,623,992	4,752,802	4,643,098	9,395,900			14,583,146
	Contractors	Hours	406,081	233,346	639,427	1,007,874	498,231	1,506,104	353,491	103,944	457,435			595,935
	Lost-Time Injury (LTI)													
	Employees	Person	105	140	245	64	156	220	49	29	78			94
	Contractors	Person	0	0	0	0	0	0	0	0	0			0
Lost-Time Injury Frequency Rate (LTIFR)														
Employee	person per 1,000,000 hrs. worked	12.71	17.23	14.95	4.72	11.94	8.26	10.31	6.25	8.30			6.45	
Contractors	person per 1,000,000 hrs. worked	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00	

**Asset World Corp Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020			2021			2022			2023		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
403-10	<b>Work-related ill health</b>													
	Number of fatalities as a result of work-related ill health													
	Employees	Person	0	0	0.00	0	0	0	0	0	0.00	0	0	0.00
	Contractors	Person	0	0	0.00	0	0	0	0	0	0.00	0	0	0.00
	Number of recordable work-related ill health													
	Employees	Person	0	0	0.00	166	245	411	0	0	0.00	0	0	0.00
Contractors	Person	0	0	0.00	0	0	0	0	0	0.00	0	0	0.00	
<b>Social Indicators</b>														
405-2	<b>Equal Remuneration Ratio</b>													
	Executive level (base salary only)	Female : Male						0.50 : 1			0.53 : 1			1.16 : 1
	Executive level (base salary + other cash incentives)	Female : Male						0.49 : 1			0.52 : 1			0.99 : 1
	Management level (base salary only)	Female : Male						1.08 : 1			0.88 : 1			0.84 : 1
	Management level (base salary + other cash incentives)	Female : Male						1.12 : 1			0.88 : 1			0.84 : 1
	Non-management level (base salary only)	Female : Male						0.95 : 1			0.81 : 1			1.06 : 1
	Non-management level (base salary + other cash incentives)	Female : Male						0.95 : 1			0.81 : 1			1.18 : 1
<b>Workforce Breakdown: Gender</b>														
Share of women in total workforce (Target 50% in 2030)	% of total workforce		48.29			45.73			48.40			48.17		
Share of women in all management positions, including junior, middle and top management (Target 50% in 2030)	% of total management positions		51.83			51.73			52.40			51.97		
Share of women in junior management positions, i.e. first level of management	% of total junior management positions		54.05			53.96			54.20			53.68		
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	% of total top management positions		35.29			38.02			37.10			37.10		
Share of women in management positions in revenue-generating functions (e.g. sales) (i.e. excluding support functions such as HR, IT, Legal, etc.)	% of all such manager		65.22			71.85			64.80			64.80		
Share of women in STEM-related positions	% of total STEM positions		26.00			34.43			25.00			25.00		

**Asset World Corp Public Company Limited**  
**Sustainability Performance**

GRI	Information	Unit	2020			2021			2022			2023		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Customer Privacy Information</b>														
	Customer whose data is used for secondary purposes	Case	0			0			0			0		
<b>Collective bargaining agreement</b>														
2-30	Employees covered by an independent trade union or collective bargaining agreements	Person	5,028			5,589			5,343			6,487		
		%	100			100			100			100		
<b>Online customers and Online revenues generated</b>														
	Percentage of customers using your online services solutions/sales platform per total customer (Target 52% in 2023)	%			48			43			51			56
	Percentage of revenues generated online (e.g. through direct sales, advertising, etc.) per total revenue (Target 52% in 2023)	%			44			37			51			57