

Asset World Corp Public Company Limited
Sustainability Performance

| GRI | Information | Unit | 2021 | | | 2022 | | | 2023 | | | 2024 | | | | |
|--|--|----------------------|-------|--------|-------|-------|--------|--------|--------|--------|-------|-------|--------|-------|--|--|
| | | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | | |
| | Social | | | | | | | | | | | | | | | |
| | Workers & Employment | | | | | | | | | | | | | | | |
| 2-7&2-8 | Employee & other workers | | | | | | | | | | | | | | | |
| | Total worker | Person | 3,308 | 2,788 | 6,096 | 2,871 | 2,693 | 5,564 | 3,529 | 3,281 | 6,810 | 3,705 | 3,531 | 7,236 | | |
| | Total employee | Person | 2,908 | 2,681 | 5,589 | 2,707 | 2,636 | 5,343 | 3,286 | 3,201 | 6,487 | 3,423 | 3,458 | 6,881 | | |
| | Total contractor | Person | 400 | 107 | 507 | 164 | 57 | 221 | 243 | 80 | 323 | 282 | 73 | 355 | | |
| | Total employee by nationality | | | | | | | | | | | | | | | |
| | Thai | Person | | | | 2,619 | 2,616 | 5,235 | 3,173 | 3,175 | 6,348 | 3,288 | 3,429 | 6,717 | | |
| | | % of total employees | | | | 96.7 | 99.2 | 98.0 | 96.6 | 99.2 | 97.9 | 96.1 | 99.2 | 97.6 | | |
| | Asian | Person | | | | 38 | 15 | 53 | 54 | 20 | 74 | 73 | 22 | 95 | | |
| | | % of total employees | | | | 1.4 | 0.6 | 1.0 | 1.6 | 0.6 | 1.1 | 2.1 | 0.6 | 1.4 | | |
| | Other foreigners | Person | | | | 50 | 5 | 55 | 59 | 6 | 65 | 62 | 7 | 69 | | |
| | | % of total employees | | | | 1.8 | 0.2 | 1.0 | 1.8 | 0.2 | 1.0 | 1.8 | 0.2 | 1.0 | | |
| | Share in all management positions,including executive, senior, and junior management | | | | | | | | | | | | | | | |
| | Thai | % | | | | | | 90.0 | | | 85.2 | | | 88.0 | | |
| | Asian | % | | | | | | 4.9 | | | 7.9 | | | 7.0 | | |
| | Other foreigners | % | | | | | | 5.1 | | | 6.9 | | | 5.1 | | |
| *Remark: In 2024 - Asian including including: Indian, Malaysian, Filipino, Maldivian, Laotian, Burmese, South Korean, Japanese, Chinese, Cambodian, Singaporean, Nepalese, and Indonesian - Other foreigners including: American, German, Australian, French, Italian, Dutch, British, Swiss, New Zealander, Portuguese, Canadian, Austrian, Spanish, and Belgian | | | | | | | | | | | | | | | | |
| 405-1 | Employee with disability | | | | | | | | | | | | | | | |
| | Total number of employee with disability | Person | | | | 37 | 11 | 48 | 40 | 14 | 54 | 39 | 15 | 54 | | |
| | Total employee by type of working time | | | | | | | | | | | | | | | |
| | Full-time | Person | | | | | | | 3,286 | 3,201 | 6,487 | 3,423 | 3,458 | 6,881 | | |
| | Part-time | Person | | | | | | | 31 | 22 | 53 | 102 | 40 | 142 | | |
| | Diversity of governance bodies and employees | | | | | | | | | | | | | | | |
| | Total employee by level | | | | | | | | | | | | | | | |
| | Top Management (including; Executive and Senior management) | Person | 236 | 214 | 450 | 197 | 191 | 388 | 99 | 80 | 179 | 215 | 181 | 396 | | |
| | | % | 8.1 | 8.0 | 8.1 | 7.3 | 7.2 | 7.3 | 3.0 | 2.5 | 2.8 | 6.5 | 5.7 | 5.8 | | |
| | Junior management | Person | 379 | 443 | 822 | 315 | 373 | 688 | 352 | 408 | 760 | 456 | 510 | 966 | | |
| | | % | 13.0 | 16.5 | 14.7 | 11.6 | 14.2 | 12.9 | 10.7 | 12.7 | 11.7 | 13.9 | 15.9 | 14.0 | | |
| | Other employee | Person | 2,293 | 2,024 | 4,317 | 2,195 | 2,072 | 4,267 | 2,835 | 2,713 | 5,548 | 2,752 | 2,767 | 5,519 | | |
| | | % | 78.9 | 75.5 | 77.2 | 81.1 | 78.6 | 79.9 | 86.3 | 84.8 | 85.5 | 83.7 | 86.4 | 80.2 | | |
| | Total employee by age | | | | | | | | | | | | | | | |
| | <30 years | Person | 752 | 757 | 1,509 | 609 | 732 | 1,341 | 816 | 945 | 1,761 | 915 | 1,163 | 2,078 | | |
| % | | 25.9 | 28.2 | 27.0 | 22.5 | 27.8 | 25.1 | 24.8 | 29.5 | 27.1 | 26.7 | 33.6 | 30.2 | | | |
| 30 - 50 years | Person | 1,919 | 1,770 | 3,689 | 1,881 | 1,784 | 3,665 | 2206.0 | 2082.0 | 4,288 | 2,208 | 2,095 | 4,303 | | | |
| | % | 66.0 | 66.0 | 66.0 | 69.5 | 67.7 | 68.6 | 67.1 | 65.0 | 66.1 | 64.5 | 60.6 | 62.5 | | | |
| >50 years | Person | 237 | 154 | 391 | 217 | 120 | 337 | 264 | 174 | 438 | 300 | 200 | 500 | | | |
| | % | 8.1 | 5.7 | 7.0 | 8.0 | 4.6 | 6.3 | 8.0 | 5.4 | 6.8 | 8.8 | 5.8 | 7.3 | | | |
| 401-1 | New employee hires | | | | | | | | | | | | | | | |
| | New employee | | | | | | | | | | | | | | | |
| | New employee | Person | 194 | 176 | 370 | 1,130 | 1,251 | 2,381 | 1,055 | 1,122 | 2,177 | 831 | 941 | 1,772 | | |
| | New hire rate | % | 6.7 | 6.6 | 6.6 | 41.7 | 47.5 | 44.6 | 32.1 | 35.1 | 33.6 | 24.3 | 27.2 | 25.8 | | |
| | Internal hire rate (open positions filled by internal candidates) | % | | | 15.4 | | | | | | 18.9 | | | 21.7 | | |
| | Average hiring cost | Baht/FTE | | | | | | 2,521 | | | 1,902 | | | 7,606 | | |
| | New employee by level | | | | | | | | | | | | | | | |
| | Top Management (including; Executive and Senior management) | Person | | | | 61 | 49 | 110 | 24 | 17 | 41 | 37 | 29 | 66 | | |
| | | % of total employees | | | | 2.3 | 1.9 | 2.1 | 0.73 | 0.53 | 0.63 | 1.1 | 0.8 | 1.0 | | |
| | Junior management | Person | | | | 135 | 130 | 265 | 117 | 106 | 223 | 109 | 106 | 215 | | |
| | | % of total employees | | | | 5.0 | 4.9 | 5.0 | 3.6 | 3.3 | 3.4 | 3.2 | 3.1 | 3.1 | | |
| | Other employee | Person | | | | 934 | 1,072 | 2,006 | 914 | 999 | 1,913 | 685 | 806 | 1,491 | | |
| | | % of total employees | | | | 34.5 | 40.7 | 37.5 | 27.8 | 31.2 | 29.5 | 20.0 | 23.3 | 21.7 | | |
| | New employee by age group | | | | | | | | | | | | | | | |

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|------------------------|--|--|-------|--------|-------|-------|--------|---------|-------|--------|-------|-------|--------|-------|
| | | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | <30 years | Person | 76 | 92 | 168 | 445 | 600 | 1,045 | 427 | 522 | 949 | 389 | 546 | 935 |
| | | % of total employees | 2.6 | 3.4 | 3.0 | 16.4 | 22.8 | 19.6 | 13.0 | 16.3 | 14.6 | 11.4 | 15.8 | 13.6 |
| | 30-50 years | Person | 116 | 80 | 196 | 658 | 630 | 1,288 | 600 | 585 | 1,185 | 425 | 386 | 811 |
| | | % of total employees | 4.0 | 3.0 | 3.5 | 24.3 | 23.9 | 24.1 | 18.3 | 18.3 | 18.3 | 12.4 | 11.2 | 11.8 |
| | >50 years | Person | 2 | 4 | 6 | 27 | 21 | 48 | 28 | 15 | 43 | 17 | 9 | 26 |
| | | % of total employees | 0.1 | 0.1 | 0.1 | 1.0 | 0.8 | 0.9 | 0.9 | 0.5 | 0.7 | 0.5 | 0.3 | 0.4 |
| | Employee turnover rate | | | | | | | | | | | | | |
| | Total employee turnover rate | Person | 538 | 547 | 1,085 | 958 | 965 | 1,923 | 753 | 777 | 1,530 | 793 | 727 | 1,520 |
| | | % of total employees | 18.5 | 20.4 | 19.4 | 35.4 | 36.6 | 36.0 | 22.9 | 24.3 | 23.6 | 23.2 | 21.0 | 22.1 |
| | Voluntary employee turnover rate | Person | 421 | 478 | 899 | 731 | 765 | 1,496 | 567 | 622 | 1,189 | 585 | 558 | 1,143 |
| | | % of total employees | 14.5 | 17.8 | 16.1 | 27.0 | 29.0 | 28.0 | 17.3 | 19.4 | 18.3 | 17.1 | 16.1 | 16.6 |
| | Turnover employee by level | | | | | | | | | | | | | |
| | Top Management (including; Executive and Senior management) | Person | | | | 74 | 48 | 122 | 18 | 18 | 36 | 57 | 28 | 85 |
| | | % of total employees | | | | 2.7 | 1.8 | 2.3 | 0.5 | 0.6 | 0.6 | 1.7 | 0.8 | 1.3 |
| | Junior management | Person | | | | 137 | 133 | 270 | 99 | 91 | 190 | 153 | 123 | 276 |
| | | % of total employees | | | | 5.1 | 5.0 | 5.1 | 3.0 | 2.8 | 2.9 | 4.5 | 3.6 | 4.3 |
| | Other employee | Person | | | | 747 | 784 | 1,531 | 636 | 668 | 1,304 | 583 | 576 | 1,159 |
| | | % of total employees | | | | 27.6 | 29.7 | 28.7 | 19.4 | 20.9 | 20.1 | 17.0 | 16.7 | 17.9 |
| | Turnover by age group | | | | | | | | | | | | | |
| | <30 years | Person | 190 | 217 | 407 | 290 | 320 | 610 | 180 | 274 | 454 | 235 | 305 | 540 |
| | | % of total employees | 6.5 | 8.1 | 7.3 | 10.7 | 12.1 | 11.4 | 5.5 | 8.6 | 7.0 | 6.9 | 8.8 | 8.3 |
| | 30-50 years | Person | 326 | 320 | 646 | 621 | 611 | 1,232 | 536 | 484 | 1,020 | 513 | 404 | 917 |
| | | % of total employees | 11.2 | 11.9 | 11.6 | 22.9 | 23.2 | 23.1 | 16.3 | 15.1 | 15.7 | 15.0 | 11.7 | 14.1 |
| | >50 years | Person | 22 | 10 | 32 | 47 | 34 | 81 | 37 | 19 | 56 | 41 | 22 | 63 |
| | | % of total employees | 0.8 | 0.4 | 0.6 | 1.7 | 1.3 | 1.5 | 1.1 | 0.6 | 0.9 | 1.2 | 0.6 | 1.0 |
| 401-3 | Parental Leave | | | | | | | | | | | | | |
| | Number of employees entitled to parental leave | Person | 335 | 2,398 | 2,733 | 1,588 | 2,590 | 4,178 | 1,447 | 2,821 | 4,268 | 1,428 | 3,458 | 4,886 |
| | Number of employees taking parental leave | Person | 2 | 22 | 24 | 9 | 41 | 50 | 8 | 34 | 42 | 9 | 47 | 56 |
| | Number of employees returning to work after parental leave | Person | 2 | 15 | 17 | 9 | 36 | 45 | 8 | 32 | 40 | 9 | 44 | 53 |
| | | % of total employees taking parental leave | 100.0 | 68.2 | 70.8 | 100.0 | 87.8 | 90.0 | 100.0 | 94.1 | 95.2 | 100.0 | 93.6 | 94.6 |
| | Number of employees returning to work after parental leave who were still employed for 12 months after returning | Person | 2 | 11 | 13 | 3 | 36 | 39 | 7 | 38 | 45 | 9 | 31 | 40 |
| Training & Development | | | | | | | | | | | | | | |
| 404-1 | Training | | | | | | | | | | | | | |
| | Average hours per FTE of training and development | hours/FTE | | | 71.8 | | | 52.7 | | | 80 | | | 46.2 |
| | Average amount spent per FTE on training and development | Baht/FTE | | | 983.1 | | | 1,728.8 | | | 3,553 | | | 1,978 |

*Remark:
- Training breaks down by employee level in hotel property (hours/FTE): Top Management (including; Executive and Senior management) = 52, Junior Management = 66, and Other Employees = 51
- Training breaks down by employee age in hotel property (hours/FTE): Age <30 = 58, Age 30-50 = 49, and Age >50 = 57

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|------------------------------|--|----------------------------------|------------|------------|------------|-----------|-----------|-----------|-------|--------|------------|-------|--------|------------|-------|
| | | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 404-3 | Employee receiving regular performance and career development reviews | | | | | | | | | | | | | | |
| | Top Management (including; Executive and Senior management) | Person | 189 | 141 | 330 | 192 | 186 | 378 | 99 | 79 | 178 | 214 | 175 | 389 | |
| | | % | 80.1 | 65.9 | 73.3 | 97.5 | 97.4 | 97.4 | 100.0 | 98.8 | 99.4 | 99.5 | 96.7 | 98.2 | |
| | Junior Management | Person | 343 | 350 | 693 | 297 | 358 | 655 | 329 | 390 | 719 | 418 | 480 | 898 | |
| | | % | 90.5 | 79.0 | 84.3 | 94.3 | 96.0 | 95.2 | 93.5 | 95.6 | 94.6 | 91.7 | 94.1 | 93.0 | |
| | Other Employee | Person | 1,900 | 1,419 | 3,319 | 2,065 | 1,958 | 4,023 | 2,419 | 2,345 | 4,764 | 2,733 | 2,683 | 5,416 | |
| | | % | 82.9 | 70.1 | 76.9 | 94.1 | 94.5 | 94.3 | 85.3 | 86.4 | 85.9 | 99.3 | 97.0 | 98.1 | |
| Occupational Health & Safety | | | | | | | | | | | | | | | |
| 403-8 | Workers covered by an occupational health and safety management system | | | | | | | | | | | | | | |
| | Employees | Person | | | 4,466 | | | 5,343 | | | 6,487 | | | 6,881 | |
| | | % | | | 79.9 | | | 100 | | | 100 | | | 100 | |
| | Contractors | Person | | | 0 | | | 221 | | | 323 | | | 355 | |
| | | % | | | 0 | | | 100 | | | 100 | | | 100 | |
| | Workers covered by such a system that has been internally audited | | | | | | | | | | | | | | |
| | Employees | Person | | | 4,466 | | | 5,343 | | | 6,487 | | | 6,881 | |
| | | % | | | 79.9 | | | 100 | | | 100 | | | 100 | |
| | Contractors | Person | | | 0 | | | 221 | | | 323 | | | 355 | |
| | | % | | | 0 | | | 100 | | | 100 | | | 100 | |
| | | | | | | | | | | | | | | | |
| | Workers covered by such a system that has been audited or certified by an external party | | | | | | | | | | | | | | |
| | | Employees | Person | | | 4,466 | | | 5,343 | | | 6,487 | | | 6,881 |
| | | | % | | | 79.9 | | | 100 | | | 100 | | | 100 |
| | | Contractors | Person | | | 0 | | | 221 | | | 323 | | | 355 |
| % | | | | | 0 | | | 100 | | | 100 | | | 100 | |
| 403-9 | Work-related injuries | | | | | | | | | | | | | | |
| | 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 | 13,557,034 | 13,066,958 | 26,623,992 | 4,752,802 | 4,643,098 | 9,395,900 | | | 14,583,146 | | | 14,583,146 | |
| | Contractors | Hours | 1,007,874 | 498,231 | 1,506,104 | 353,491 | 103,944 | 457,435 | | | 595,935 | | | 654,975 | |
| | Lost-Time Injury (LTI) | | | | | | | | | | | | | | |
| | Employees | Person | 64 | 156 | 220 | 49 | 29 | 78 | | | 94 | | | 94 | |
| | Contractors | Person | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | | | 0 | |
| | Lost-Time Injury Frequency Rate (LTIFR) | | | | | | | | | | | | | | |
| | Employee | person per 1,000,000 hrs. worked | 4.72 | 11.94 | 8.26 | 10.31 | 6.25 | 8.30 | | | 6.45 | | | 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 | |

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|--|--|--|-------|--------|----------|-------|--------|----------|-------|--------|----------|-------|--------|----------|--|
| | | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 403-10 | Work-related ill health | | | | | | | | | | | | | | |
| | Number of fatalities as a result of work-related ill health | | | | | | | | | | | | | | |
| | Employees | Person | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | |
| | Contractors | Person | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | |
| | Number of recordable work-related ill health | | | | | | | | | | | | | | |
| | Employees | Person | 166 | 245 | 411 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | |
| | Contractors | Person | 0 | 0 | 0 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | |
| Social Indicators | | | | | | | | | | | | | | | |
| 405-2 | Equal Remuneration Ratio | | | | | | | | | | | | | | |
| | Executive level (base salary only) | Female : Male | | | 0.50 : 1 | | | 0.53 : 1 | | | 1.16 : 1 | | | 1.12 : 1 | |
| | Executive level (base salary + other cash incentives) | Female : Male | | | 0.49 : 1 | | | 0.52 : 1 | | | 0.99 : 1 | | | 0.60 : 1 | |
| | Management level (base salary only) | Female : Male | | | 1.08 : 1 | | | 0.88 : 1 | | | 0.84 : 1 | | | 0.99 : 1 | |
| | Management level (base salary + other cash incentives) | Female : Male | | | 1.12 : 1 | | | 0.88 : 1 | | | 0.84 : 1 | | | 0.47 : 1 | |
| | Non-management level (base salary only) | Female : Male | | | 0.95 : 1 | | | 0.81 : 1 | | | 1.06 : 1 | | | 0.87 : 1 | |
| | Non-management level (base salary + other cash incentives) | Female : Male | | | 0.95 : 1 | | | 0.81 : 1 | | | 1.18 : 1 | | | 0.77 : 1 | |
| Workforce Breakdown: Gender | | | | | | | | | | | | | | | |
| | Share of women in total workforce (Target 50% in 2030) | % of total workforce | | 45.73 | | | 48.40 | | | 48.17 | | | 50.25 | | |
| | Share of women in all management positions, including junior, middle and top management (Target 50% in 2030) | % of total management positions | | 51.73 | | | 52.40 | | | 51.97 | | | 52.80 | | |
| | Share of women in junior management positions, i.e. first level of management | % of total junior management positions | | 53.96 | | | 54.20 | | | 53.68 | | | 49.48 | | |
| | Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions | % of total top management positions | | 38.02 | | | 37.10 | | | 37.10 | | | 35.24 | | |
| | 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 | | 71.85 | | | 64.80 | | | 64.80 | | | 54.90 | | |
| | Share of women in STEM-related positions | % of total STEM positions | | 34.43 | | | 25.00 | | | 25.00 | | | 27.16 | | |
| Customer Privacy Information | | | | | | | | | | | | | | | |
| | Customer whose data is used for secondary purposes | Case | 0 | | | 0 | | | 0 | | | 0 | | | |
| Collective bargaining agreement | | | | | | | | | | | | | | | |
| 2-30 | Employees covered by an independent trade union or collective bargaining agreements | Person | 5,589 | | | 5,343 | | | 6,487 | | | 6,881 | | | |
| | | % | 100 | | | 100 | | | 100 | | | 100 | | | |
| Online customers and Online revenues generated | | | | | | | | | | | | | | | |
| | Percentage of customers using your online services solutions/sales platform per total customer (Target 52% in 2023) | % | | | 43 | | | 51 | | | 56 | | | | |
| | Percentage of revenues generated online (e.g. through direct sales, advertising, etc.) per total revenue (Target 52% in 2023) | % | | | 37 | | | 51 | | | 57 | | | | |
| *Remake : For Average training hours by level in hospitality | | | | | | | | | | | | | | | |

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|---------------------------------------|--|---------------------|------------|------------|------------|------------|
| Energy | | | | | | |
| 302-1 | Total non-renewable energy consumption (AWC + Tenant) | MWh | 196,717.34 | 222,075.70 | 257,908.87 | 267,833.63 |
| | Total non-renewable energy consumption (Only AWC) | MWh | 146,948.38 | 180,935.86 | 202,275.19 | 212,199.95 |
| | Total renewable energy consumption | MWh | 0.00 | 515.85 | 3,851.62 | 4,497.71 |
| | Fuel consumed: | | | | | |
| | Fuel Oil | MWh | N/A | N/A | N/A | 1.10 |
| | Diesel | MWh | 580.79 | 704.28 | 799.49 | 789.82 |
| | Gasoline | MWh | 18.05 | 17.94 | 146.04 | 40.29 |
| | Liquid petroleum gas (LPG) | MWh | 6825.46 | 12969.57 | 10,950.52 | 10,673.46 |
| | Energy purchased: | | | | | |
| | Electricity purchased | MWh | 189293.04 | 208383.91 | 246,012.82 | 267,833.63 |
| | Energy sold: | | | | | |
| | Electricity sold | MWh | 49768.96 | 41139.84 | 55,633.68 | 55,633.68 |
| | Electricity consumption (Only AWC) | MWh | 139524.08 | 167244.07 | 190,379.14 | 212,199.95 |
| 302-3 | Energy intensity | MWh/m2 | 0.23 | 0.17 | 0.19 | 0.20 |
| | Electricity intensity | MWh/m2 | 0.22 | 0.16 | 0.18 | 0.20 |
| Greenhouse gases and emissions | | | | | | |
| 305-1 | Direct (Scope 1) GHG emissions | mtCO ₂ e | 9,791.90 | 9,442.74 | 12,321.62 | 11,426.00 |
| 305-2 | Energy indirect (Scope 2) GHG emissions - Market Based | mtCO ₂ e | 69,748.09 | 83,605.31 | 95,170.53 | 103,580.99 |
| | Energy indirect (Scope 2) GHG emissions - Location Based | mtCO ₂ e | 69,748.09 | 83,863.18 | 97,095.96 | 105,829.40 |
| 305-3 | Indirect (Scope 3) GHG emissions | mtCO ₂ e | 67.21 | 47906.77 | 57,952.40 | 59,193.05 |
| | Category 1 Purchased goods and services* | mtCO ₂ e | 0.00 | 1916.35 | 1,957.85 | 2,279.13 |
| | Category 3 Fuel-and-energy-related activities* | mtCO ₂ e | 0.00 | 17351.19 | 19,505.02 | 21,477.01 |
| | Category 5 Waste generated in operations* | mtCO ₂ e | 0.00 | 8007.56 | 7,288.54 | 6,286.99 |
| | Category 6 Business Travel - Air transportation* | mtCO ₂ e | 67.21 | 65.86 | 159.51 | 746.29 |
| | Category 13 Downstream Leased Assets* | mtCO ₂ e | 0.00 | 20565.81 | 29,041.48 | 29,041.48 |

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| Greenhouse gases and emissions | | | | | | |
| 305-4 | GHG emissions intensity | mtCO ₂ eq/m ² | | 0.11 | 0.12 | 0.13 |
| 305-6 | Ozone-depleting Substances refilled or replaced | kg of CFC-11 eq | 620.48 | 224.59 | 299.70 | 261.54 |

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.

| GRI | Information | Unit | 2021 | 2022 | 2023 | 2024 |
|--------------|--|--------------|---------------------|---------------------|---------------------|---------------------|
| Water | | | | | | |
| 303-3 | Total withdrawal from all areas | cu.m. | 1,869,358.27 | 2,411,120.00 | 2,732,433.83 | 3,136,664.78 |
| | Total water withdrawal from areas <u>WITHOUT Water Stress</u> | cu.m. | 1,869,358.27 | 2,258,614.00 | 2,538,279.83 | 371,113.88 |
| | Surface water | | | | | |
| | Freshwater (≤1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 131,952.17 | 86,172.19 | 72,670.91 |
| | 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. | 1668.00 | 74,379.83 | 57,611.91 | 58,739.97 |
| | 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 | 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. | 1,867,690.27 | 2,052,282.00 | 2,394,495.73 | 239,703.00 |
| | Other water (>1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total water withdrawal from areas <u>WITH Water Stress</u> | cu.m. | 0.00 | 152,506.00 | 194,154.00 | 2,766,078.00 |
| | Surface water | | | | | |
| | Freshwater (≤1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 0.00 | 0.00 | 16.00 |
| | 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 | 38,036.00 | 81,589.00 | 72,483.00 |
| | Other water (>1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |

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Sustainability Performance

| GRI | Information | Unit | 2021 | 2022 | 2023 | 2024 |
|--------------|--|--------------|---------------------|---------------------|---------------------|---------------------|
| Water | | | | | | |
| 303-3 | Total water withdrawal from areas WITH Water Stress | | | | | |
| | 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. | 114,470.00 | 112,565.00 | 112,565.00 | 2,693,579.00 |
| | Other water (>1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |
| 303-4 | Total Water Discharge to all areas | cu.m. | 1,471,783.23 | 1,546,277.96 | 1,617,516.76 | 2,393,846.55 |
| | Total water discharged to areas WITHOUT Water Stress | cu.m. | 1,349,684.42 | 1,396,050.16 | 1,467,288.96 | 296,891.53 |
| | Surface water | | | | | |
| | Freshwater (≤1,000 mg/L Total Dissolved Solid) | cu.m. | 1,259,106.25 | 1,393,564.62 | 1,464,803.42 | 296,891.53 |
| | 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. | 90,578.17 | 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 | | | | | |
| | Freshwater (≤1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 2,485.54 | 2,485.54 | 0.00 |
| | Other water (>1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Freshwater discharge to all areas | cu.m. | 1,349,684.42 | 1,396,050.16 | 1,467,288.96 | 296,891.53 |
| | Total other water discharge to all areas | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |

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Sustainability Performance

| GRI | Information | Unit | 2021 | 2022 | 2023 | 2024 |
|--------------|---|--------------|-------------------|---------------------|---------------------|---------------------|
| Water | | | | | | |
| 303-3 | <u>Total water discharged to areas WITH Water Stress</u> | cu.m. | 0.00 | 122,098.81 | 150,227.80 | 2,096,955.03 |
| | Surface water | | | | | |
| | Freshwater (≤1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 115,202.01 | 71,238.80 | 2,096,955.03 |
| | 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 | 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 (municiple wastewater treatment) | | | | | |
| | Freshwater (≤1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 6,896.80 | 78,989.00 | 0.00 |
| | Other water (>1,000 mg/L Total Dissolved Solid) | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Freshwater discharge to all areas | cu.m. | 0.00 | 122,098.81 | 0.00 | 2,096,955.03 |
| | Total other water discharge to all areas | cu.m. | 0.00 | 0.00 | 0.00 | 0.00 |
| 303-5 | Total water consumption from all areas | cu.m. | 908,929.58 | 1,214,284.86 | 1,546,277.96 | 665,432.63 |
| | Total water consumption from areas WITHOUT Water Stress | cu.m. | 908,929.58 | 1,142,229.67 | 1,396,050.16 | 74,222.88 |
| | Total water consumption from areas WITH Water Stress | cu.m. | 0.00 | 72,055.19 | 150,227.80 | 591,209.75 |
| | Total water Recycling and Reuse | cu.m. | 0.00 | 266,434.80 | 90,861.17 | 39,371.98 |
| | | % | 0% | 11% | 3% | 1% |

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| GRI | Information | Unit | 2021 | 2022 | 2023 | 2024 |
|--------------|---|-------------------|------------------|------------------|------------------|-----------------|
| Waste | | | | | | |
| 306-3 | Total waste generated | Metric Ton | 10,846.65 | 11,610.02 | 11,093.28 | 9,369.86 |
| | Total hazardous waste generated | Metric Ton | 406.64 | 486.391 | 10.662 | 17.27 |
| | Total non-hazardous waste generated | Metric Ton | 10,440.02 | 11,123.62 | 11,082.62 | 9,352.58 |
| 306-4 | Total waste diverted from disposal | Metric Ton | 2,815.07 | 1,057.90 | 1,990.53 | 2,489.68 |
| | Total Hazardous Waste diverted from disposal | Metric Ton | 25.08 | 0.95 | 2.20 | 4.61 |
| | 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 |
| | <u>Diverted from offsite disposal</u> | Metric Ton | 25.08 | 0.95 | 2.20 | 4.61 |
| | Preparation for reuse | Metric Ton | 0.00 | 0.00 | 0.00 | 0.00 |
| | Recycling | Metric Ton | 25.08 | 0.95 | 2.20 | 4.61 |
| | Other recovery operations | Metric Ton | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total Non-hazardous Waste diverted from disposal | Metric Ton | 2,790.00 | 1,056.95 | 1,988.34 | 2,485.06 |
| | <u>Diverted from onsite disposal</u> | Metric Ton | 0.00 | 0.00 | 29.22 | 92.23 |
| | Composting | Metric Ton | 0.00 | 0.00 | 29.22 | 92.23 |
| | <u>Diverted from offsite disposal</u> | Metric Ton | 2,790.00 | 1,056.95 | 1,959.11 | 2,392.83 |
| | Preparation for reuse | Metric Ton | 203.35 | 6.67 | 510.00 | 299.00 |
| | Composting | Metric Ton | 0.00 | 0.00 | 27.72 | 287.08 |
| | Recycling | Metric Ton | 2,574.52 | 517.93 | 468.28 | 462.96 |
| | Other recovery operations | Metric Ton | 12.13 | 532.34 | 953.11 | 1,343.80 |

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Sustainability Performance

| GRI | Information | Unit | 2021 | 2022 | 2023 | 2024 |
|--------------|---|-------------------|-----------------|------------------|-----------------|-----------------|
| Waste | | | | | | |
| 306-5 | Total Waste directed to disposal | Metric Ton | 8,031.58 | 10,552.12 | 9,102.75 | 6,880.18 |
| | Total Hazardous Waste directed to disposal | Metric Ton | 381.56 | 485.44 | 8.46 | 12.66 |
| | <u>Directed to offsite disposal</u> | Metric Ton | 381.56 | 485.44 | 8.46 | 12.66 |
| | Incineration with energy recovery | Metric Ton | 0.00 | 16.59 | 0.00 | 0.00 |
| | Incineration without energy recovery | Metric Ton | 0.03 | 0.00 | 1.06 | 3.56 |
| | Landfilling | Metric Ton | 129.53 | 48.85 | 7.41 | 9.10 |
| | Other disposal operations | Metric Ton | 252.00 | 420.00 | 0.00 | 0.00 |
| | Total Non-hazardous Waste directed to disposal | Metric Ton | 7,650.02 | 10,066.68 | 9,094.28 | 6,867.52 |
| | <u>Directed to onsite disposal</u> | Metric Ton | 0.00 | 1.14 | 0.00 | 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 | 0.00 | 1.14 | 0.00 | 0.00 |
| | Other disposal operations | Metric Ton | 0.00 | 0.00 | 0.00 | 0.00 |
| | <u>Directed to offsite disposal</u> | Metric Ton | 7,650.02 | 10,065.54 | 9,094.28 | 6,867.52 |
| | Incineration with energy recovery | Metric Ton | 0.00 | 108.89 | 160.52 | 0.00 |
| | Incineration without energy recovery | Metric Ton | 0.00 | 0.00 | 0.00 | 359.23 |
| | Landfilling | Metric Ton | 7535.02 | 9,927.91 | 8933.76 | 6,507.21 |
| | Other disposal operations | Metric Ton | 115.00 | 28.74 | 0.00 | 1.08 |
| | Total Incineration with energy recovery | Metric Ton | 0.00 | 125.48 | 160.52 | 0.00 |
| | Total Incineration without energy recovery | Metric Ton | 0.03 | 0.00 | 1.06 | 359.23 |
| 103-2 | Total weight of all food loss & waste | Metric Ton | 233.16 | 532.34 | 1104.11 | 1,867.98 |
| | Total weight of food loss & Waste volumes used for alternative purposes | Metric Ton | 227.16 | 532.34 | 919.33 | 1549.21 |
| | Total discarded | Metric Ton | 6.00 | 0.00 | 184.78 | 318.77 |

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| Environmental Compliance | | | | | |
|--------------------------|--|-------------|------|---|---|
| 2-27 | Non-compliance with environmental laws and regulations | | | | |
| | Number of violations of legal obligations/ regulations | Case | 2 | 0 | 0 |
| | Amount of fines/penalties related to the above | Million THB | 0.02 | 0 | 0 |
| | Total number of non-monetary sanctions | Case | 0 | 0 | 0 |
| | Total number of case brought through dispute resolution mechanisms | Case | 0 | 0 | 0 |