

Asset World Corporation Public Company Limited

Sustainability Performance

GRI	Information	Unit	2022	2023	2024	2025
	Environmental Dimension					
	<i>Energy Management</i>					
	Energy Consumption					
	Total energy consumption	MWh	222,591.55	261,760.49	283,836.00	309,448.59
	Total energy consumption (excluding tenants)	MWh	181,451.71	203,713.02	224,334.73	239,586.87
	Total non-renewable energy consumption	MWh	222,075.70	257,908.87	279,338.29	304,718.18
	Total renewable energy consumption	MWh	515.85	3,851.62	4,497.71	4,730.41
	Total non-renewable fuel consumption	MWh	13,691.79	11,896.05	11,504.67	17,846.35
	Fuel oil consumed	MWh	N/A	N/A	1.10	0.00
	Diesel consumed	MWh	704.28	799.49	789.82	733.48
	Gasoline consumed	MWh	17.94	146.04	40.29	38.40
	Liquid petroleum gas (LPG) consumed	MWh	12,969.57	10,950.52	10,673.46	17,074.48
	Total renewable fuel consumption	MWh	0.00	0.00	0.00	0.00
	Other fuel consumed	MWh	0.00	0.00	0.00	0.00
	Total electricity consumption	MWh	208,899.76	249,864.44	272,331.34	291,602.24
	Total electricity consumption (excluding tenants)	MWh	167,759.91	194,230.76	215,747.81	226,322.35
	Electricity purchased from grid (Operation)	MWh	208,383.91	246,012.82	267,833.63	285,085.37
	Electricity purchased from grid (Construction)	MWh	N/A	N/A	N/A	1,786.45
	Electricity generated from renewable energy sources	MWh	515.85	3,851.62	4,497.71	4,730.41
	Total energy sold	MWh	41,139.84	58,047.48	59,501.27	69,861.71
	Liquid petroleum gas (LPG) sold	MWh	N/A	2,413.80	2,917.74	4,581.83
	Electricity sold	MWh	41,139.84	55,633.68	56,583.53	65,279.89
	Energy intensity¹					
302-3	Energy consumption per gross floor area	MWh/m²	0.13	0.15	0.16	0.16
	Electricity consumption per gross floor area	MWh/m²	0.10	0.11	0.12	0.12
	<i>GHG Emission</i>					
305-1	Direct (Scope 1) GHG emissions	mtCO₂e	9,443.30	12,321.61	11,426.99	17,682.30
305-2	Energy indirect (Scope 2) GHG emissions - Market based	mtCO₂e	83,605.31	95,170.53	105,833.35	108,148.28
	Energy indirect (Scope 2) GHG emissions - Location based	mtCO₂e	83,617.18	97,032.96	108,081.75	110,395.23
	Indirect (Scope 3) GHG emissions²	mtCO₂e	47,906.77	57,952.40	112,984.06	135,577.52
	Category 1 Purchased goods and services	mtCO ₂ e	1,916.35	1,957.85	53,147.29	69,330.72
	Category 2 Capital goods	mtCO ₂ e	N/A	N/A	2,571.38	7,195.70
	Category 3 Fuel-and-energy-related activities	mtCO ₂ e	17,351.19	19,505.02	21,205.12	19,368.90
	Category 5 Waste generated in operations	mtCO ₂ e	8,007.56	7,288.54	5,734.53	6,841.45
	Category 6 Business Travel - Air transportation	mtCO ₂ e	65.86	159.51	811.13	791.06
	Category 13 Downstream Leased Assets	mtCO ₂ e	20,565.81	29,041.48	29,514.61	32,049.69

Asset World Corporation Public Company Limited

Sustainability Performance

GRI	Information	Unit	2022	2023	2024	2025
	GHG Emission					
305-4	GHG emission intensity³					
	GHG emissions per gross floor area (All business unit)	mtCO2e/m²	0.05	0.06	0.07	0.07
	GHG emission per gross floor area (Commercial business unit)	mtCO2e/m ²	0.03	0.03	0.03	0.03
	GHG emission per occupied room night (Hospitality business unit)	mtCO2e/Occupied room night	0.07	0.06	0.05	0.05
305-6	Ozone-depleting Substances refilled or replaced	kg of CFC-11 eq	224.59	299.70	261.54	0.34
	Water					
303-3	Water withdrawal					
	Total withdrawal from all areas	cu.m.	2,409,215.00	2,732,150.83	3,130,650.26	3,518,038.75
	Total water Recycling and Reuse	cu.m.	266,434.80	90,861.17	39,371.98	101,813.56
	Total water withdrawal from areas <u>WITHOUT Water Stress</u>	cu.m.	2,258,614.00	2,538,279.83	540,140.88	602,227.55
	Surface water	cu.m.	131,952.17	86,172.19	72,670.91	144,906.53
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	131,952.17	86,172.19	72,670.91	144,906.53
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater	cu.m.	74,379.83	57,611.91	58,739.97	53,557.02
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	74,379.83	57,611.91	58,739.97	53,557.02
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Seawater	cu.m.	0.00	0.00	0.00	0.00
	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)	cu.m.	2,052,282.00	2,394,495.73	408,730.00	403,764.00
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	2,052,282.00	2,394,495.73	408,730.00	403,764.00
	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.	150,601.00	193,871.00	2,590,509.37	2,915,811.20
	Surface water	cu.m.	0.00	0.00	0.00	0.00
	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
	Groundwater	cu.m.	38,036.00	81,589.00	72,483.37	99,405.20
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	38,036.00	81,589.00	72,483.37	99,405.20
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Seawater	cu.m.	0.00	0.00	0.00	0.00
	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)	cu.m.	112,565.00	112,282.00	2,518,026.00	2,816,406.00
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	112,565.00	112,282.00	2,518,026.00	2,816,406.00
	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	2022	2023	2024	2025
	Water					
	Water discharge					
	Total Water Discharge to all areas	cu.m.	1,927,372.00	2,185,720.66	2,504,520.20	2,652,097.65
	Surface water	cu.m.	1,927,372.00	2,185,720.66	2,504,520.20	2,652,097.65
	Groundwater	cu.m.	0.00	0.00	0.00	0.00
	Third-party water (municiple water supply)	cu.m.	0.00	0.00	0.00	0.00
	Total water discharged to areas <u>WITHOUT Water Stress</u>	cu.m.	1,806,891.20	2,030,623.86	432,112.71	479,223.64
	Surface water	cu.m.	1,806,891.20	2,030,623.86	432,112.71	479,223.64
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	1,806,891.20	2,030,623.86	432,112.71	479,223.64
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater	cu.m.	0.00	0.00	0.00	0.00
	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	cu.m.	0.00	0.00	0.00	0.00
	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
303-4	Third-party water	cu.m.	0.00	0.00	0.00	0.00
	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
	Total water discharged to areas <u>WITH Water Stress</u>	cu.m.	120,480.80	155,096.80	2,072,407.50	2,172,874.01
	Surface water	cu.m.	120,480.80	155,096.80	2,072,407.50	2,172,874.01
	Freshwater (≤1,000 mg/L Total Dissolved Solid)	cu.m.	120,480.80	155,096.80	2,072,407.50	2,172,874.01
	Other water (>1,000 mg/L Total Dissolved Solid)	cu.m.	0.00	0.00	0.00	0.00
	Groundwater	cu.m.	0.00	0.00	0.00	0.00
	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	cu.m.	0.00	0.00	0.00	0.00
	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)	cu.m.	0.00	0.00	0.00	0.00
	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
303-5	Water consumption					
	Total water consumption from all areas	cu.m.	481,843.00	546,430.17	626,130.05	865,941.10
	Total water consumption from areas WITHOUT Water Stress	cu.m.	451,722.80	507,655.97	108,028.18	123,003.91
	Total water consumption from areas WITH Water Stress	cu.m.	30,120.20	38,774.20	518,101.87	742,937.19

Asset World Corporation Public Company Limited

Sustainability Performance

GRI	Information	Unit	2022	2023	2024	2025
	Waste Management					
	Waste					
306-3	Total waste generated	Metric Ton	11,610.02	11,093.28	9,369.86	10,814.28
	Total hazardous waste generated	Metric Ton	486.39	10.66	17.27	32.33
	Total non-hazardous waste generated	Metric Ton	11,123.62	11,082.62	9,352.58	10,781.95
	Total waste landfilled	Metric Ton	9,977.90	8,941.17	6,516.31	8,136.58
	Total waste incinerated with energy recovery	Metric Ton	125.48	160.52	0.00	49.44
	Total waste incinerated without energy recovery	Metric Ton	0.00	1.06	362.79	2.73
	Total other disposal	Metric Ton	448.74	0.00	0.32	0.00
306-4	Total waste diverted from disposal	Metric Ton	1,057.90	1,990.53	2,490.44	2,625.54
	Total hazardous waste diverted from disposal	Metric Ton	0.95	2.20	4.61	4.11
	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
	Diverted from <u>offsite disposal</u>	Metric Ton	0.95	2.20	4.61	4.11
	Preparation for reuse	Metric Ton	0.00	0.00	0.00	0.00
	Recycling	Metric Ton	0.95	2.20	4.61	4.11
Other recovery operations	Metric Ton	0.00	0.00	0.00	0.00	
306-4	Total Non-hazardous Waste diverted from disposal	Metric Ton	1,056.95	1,988.34	2,485.82	2,621.43
	Diverted from <u>onsite disposal</u>	Metric Ton	0.00	29.22	92.23	38.72
	Composting	Metric Ton	0.00	29.22	92.23	38.72
	Diverted from <u>offsite disposal</u>	Metric Ton	1,056.95	1,959.11	2,393.59	2,582.71
	Preparation for reuse	Metric Ton	6.67	510.00	299.00	0.00
	Composting	Metric Ton	0.00	27.72	287.08	934.17
	Recycling	Metric Ton	517.93	468.28	463.72	413.73
	Other recovery operations	Metric Ton	532.34	953.11	1,343.80	1,234.81
306-5	Total Waste directed to disposal	Metric Ton	10,552.12	9,102.75	6,879.42	8,188.74
	Total Hazardous Waste directed to disposal	Metric Ton	485.44	8.46	12.66	28.22
	Directed to <u>on site disposal</u>	Metric Ton	0.00	0.00	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	0.00	0.00	0.00
	Directed to <u>offsite disposal</u>	Metric Ton	485.44	8.46	12.66	28.22
	Incineration with energy recovery	Metric Ton	16.59	0.00	0.00	0.00
	Incineration without energy recovery	Metric Ton	0.00	1.06	3.56	2.73

Asset World Corporation Public Company Limited

Sustainability Performance

GRI	Information	Unit	2022	2023	2024	2025
Waste Management						
306-5	Total Hazardous Waste directed to disposal					
	Landfilling	Metric Ton	48.85	7.41	9.10	25.50
	Other disposal operations	Metric Ton	420.00	0.00	0.00	0.00
	Total Non-hazardous Waste directed to disposal	Metric Ton	10,066.68	9,094.28	6,866.76	8,160.52
	Directed to <u>onsite disposal</u>	Metric Ton	1.14	0.00	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	1.14	0.00	0.00	0.00
	Other disposal operations	Metric Ton	0.00	0.00	0.00	0.00
	Directed to <u>offsite disposal</u>	Metric Ton	10,065.54	9,094.28	6,866.76	8,160.52
	Incineration with energy recovery	Metric Ton	108.89	160.52	0.00	49.44
	Incineration without energy recovery	Metric Ton	0.00	0.00	359.23	0.00
	Landfilling	Metric Ton	9,927.91	8,933.76	6,507.21	8,111.08
	Other disposal operations	Metric Ton	28.74	0.00	0.32	0.00
Food loss and food waste						
Other Specific Metrics	Total weight of all food loss & waste	Metric Ton	532.34	1,104.11	2,043.54	1,972.90
	Total weight of food loss & waste volumes used for alternative purposes	Metric Ton	532.34	919.33	1,611.35	1,566.31
	Total weight of food loss & waste volumes discarded	Metric Ton	0.00	184.78	432.19	406.59
Environmental Compliance						
Non-compliance with environmental laws and regulations						
2-27	Number of violations of legal obligations/ regulations	Case	0	0	0	2
	Amount of fines/penalties related to the above	Million THB	0.00	0.00	0.00	0.00
	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
Air Pollution (Indoor)						
305-7	The Empire					
	CO ₂ Concentration	ppm				309.74
	Formaldehyde	ppb				0.00
	PM10	mg/m3				3.51
	PM2.5	mg/m3				3.53
	Relative Humidity	%				15.69
	TVOCs	ppb				0.06

Asset World Corporation Public Company Limited

Sustainability Performance

GRI	Information	Unit	2022	2023	2024	2025
305-7	Air Pollution (Indoor)					
	Athenee Tower					
	CO ₂ Concentration	ppm				470.49
	Formaldehyde	ppb				0.01
	PM10	mg/m3				4.59
	PM2.5	mg/m3				1.99
	Relative Humidity	%				46.15
	TVOCs	ppb				0.13
	Interlink Tower Bangna					
	CO ₂ Concentration	ppm				350.88
	Formaldehyde	ppb				0.01
	PM10	mg/m3				6.66
	PM2.5	mg/m3				6.48
	Relative Humidity	%				44.97
	TVOCs	ppb				0.09
	208 Building Wireless Road					
	CO ₂ Concentration	ppm				245.28
	Formaldehyde	ppb				0.01
	PM10	mg/m3				3.55
	PM2.5	mg/m3				7.49
	Relative Humidity	%				31.49
	TVOCs	ppb				0.05
	The Athenee Hotel Bangkok, A Luxury Collection Hotel					
	CO ₂ Concentration	ppm				N/A
	Formaldehyde	ppb				N/A
	PM10	mg/m3				28.54
	PM2.5	mg/m3				17.97
	Relative Humidity	%				68.08
	TVOCs	ppb				N/A

Notes¹: Energy consumption used to calculate energy intensity represents energy consumption from landlord-controlled operations, excluding tenant energy consumption across the Company's properties.

²: AWC calculates Scope 3 emissions in accordance with the GHG Protocol, using emission factors from IPCC, NAICS, and TGO (EF CFP). Activity data is allocated across properties based on actual consumption.
 Category 1 – Purchased Goods and Services: Spend-based approach; includes operational procurement, project development, construction, and third-party water supply (average-data method based on water bills, m³).
 Category 2 – Capital Goods: Spend-based approach for procurement of capital goods.
 Category 3 – Fuel- and Energy-Related Activities: Average-data method based on property energy/electricity bills.
 Category 5 – Waste Generated in Operations: Calculated by waste treatment type (landfill, incineration); recycling and composting excluded due to low impact and data gaps.
 Category 6 – Business Travel: Air travel calculated using ICAO distance-based method; other transport excluded as immaterial.
 Category 13 – Downstream Leased Assets: LPG and electricity billed to tenants calculated using the lessor-specific method.

³: GHG intensity is calculated based on emissions from the Company's core operations. Emissions from outlets and restaurants located outside hotel premises under the Hospitality business unit are excluded, as the denominator (occupied room nights) reflects only hotel operations.

Asset World Corp Public Company Limited

Sustainability Performance

GRI	Information	Unit	2022			2023			2024			2025		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Social													
	Workers & Employment													
	Employee & other workers													
	Total worker	Person	2,871	2,693	5,564	3,529	3,281	6,810	3,705	3,531	7,236		89,278	
	Total employee	Person	2,707	2,636	5,343	3,286	3,201	6,487	3,423	3,458	6,881	3,781	3,807	7,588
	Total contractors							323			355			81,690
	Number of Contractors in Operating Assets	Person	164	57	221	243	80	323	282	73	355	764	335	1,099
	Number of Contractors in Developing Assets ⁴	Person												80,591
	Total employee by nationality													
	Thai	Person	2,619	2,616	5,235	3,173	3,175	6,348	3,288	3,429	6,717	3,648	3,772	7,420
		% of total employees	96.75	99.24	97.98	96.56	99.19	97.86	96.06	99.16	97.62	96.48	99.08	97.79
	Asian ⁵	Person	38	15	53	54	20	74	73	22	95	72	30	102
		% of total employees	1.40	0.57	0.99	1.64	0.62	1.14	2.13	0.64	1.38	1.90	0.79	1.34
	Other foreigners ⁶	Person	50	5	55	59	6	65	62	7	69	61	5	66
		% of total employees	1.85	0.19	1.03	1.80	0.19	1.00	1.81	0.20	1.00	1.61	0.13	0.87
2-7&2-8	Share in all management positions, including executive, senior, and junior management													
	Thai	%			90.00			85.20			87.96			90.65
	Asian ⁵	%			4.90			7.88			6.98			5.31
	Other foreigners ⁶	%			5.10			6.92			5.07			4.03
	Employee with disability													
	Total number of employee with disability ⁷	Person	37	11	48	40	14	54	39	15	54	37	26	63
	Total employee by type of working time													
	Full-time ⁸	Person				3,286	3,201	6,487	3,423	3,458	6,881	3,781	3,807	7,588
	Part-time ⁹	Person				31	22	53	102	40	142	0	0	0
	Total employee by type of Contract type													
	Permanent employees ¹⁰	Person										3,698	3,748	7,446
	Temporary employees ¹¹	Person										83	59	142
	Diversity of governance bodies and employees													
	Total employee by level													
	Top Management (including; Executive and Middle management ¹²)	Person	197	191	388	99	80	179	215	181	396	256	230	486
		%	7.28	7.25	7.26	3.01	2.50	2.76	6.28	5.23	5.75	6.77	6.04	6.40
	Junior management	Person	315	373	688	352	408	760	456	510	966	510	566	1,076
		%	11.64	14.15	12.88	10.71	12.75	11.72	13.32	14.75	14.04	13.49	14.87	14.18
	Other employee	Person	2,195	2,072	4,267	2,835	2,713	5,548	2,752	2,767	5,519	3,015	3,011	6,026
		%	81.09	78.60	79.86	86.28	84.75	85.52	80.40	80.02	80.21	79.74	79.09	79.41
	Total employee by age													
	<30 years	Person	609	732	1,341	816	945	1,761	915	1,163	2,078	1,012	1,246	2,258
		%	22.50	27.77	25.10	24.83	29.52	27.15	26.73	33.63	30.20	26.8	32.7	29.8
	30 - 50 years	Person	1,881	1,784	3,665	2,206.0	2,082.0	4,288	2,208	2,095	4,303	2,443	2,329	4,772
		%	69.49	67.68	68.59	67.1	65.0	66.10	64.50	60.58	62.53	64.61	61.18	62.89
	>50 years	Person	217	120	337	264	174	438	300	200	500	326	232	558
		%	8.02	4.55	6.31	8.03	5.44	6.75	8.76	5.78	7.27	8.62	6.09	7.35
	New employee hires													
	New employee													
	New employee	Person	1,130	1,251	2,381	1,055	1,122	2,177	831	941	1,772	812	866	1,678
	New hire rate	%	41.74	47.46	44.56	32.11	35.05	33.56	24.28	27.21	25.75	21.48	22.75	22.11
	Internal hire rate (open positions filled by internal candidates)	%						18.90			21.70			28.66
	Average hiring cost	Baht/FTE			2,521			1,902			7,606			10,457.15
	New employee by level													
	Top Management (including; Executive and Middle management ¹²)	Person	61	49	110	24	17	41	37	29	66	65	59	124
		% of total employees	2.25	1.86	2.06	0.73	0.53	0.63	1.08	0.84	0.96	1.72	1.55	1.63
	Junior management	Person	135	130	265	117	106	223	109	106	215	126	129	255
		% of total employees	4.99	4.93	4.96	3.56	3.31	3.44	3.18	3.07	3.12	3.33	3.39	3.36
	Other employee	Person	934	1,072	2,006	914	999	1,913	685	806	1,491	621	678	1,299
		% of total employees	34.50	40.67	37.54	27.81	31.21	29.49	20.01	23.31	21.67	16.42	17.81	17.12

Asset World Corp Public Company Limited
Sustainability Performance

GRI	Information	Unit	2022			2023			2024			2025		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Workers & Employment													
401-1	New employee by age group													
	<30 years	Person	445	600	1,045	427	522	949	389	546	935	317	443	760
		% of total employees	16.44	22.76	19.56	12.99	16.31	14.63	11.36	15.79	13.59	8.38	11.64	10.02
	30-50 years	Person	658	630	1,288	600	585	1,185	425	386	811	466	405	871
		% of total employees	24.31	23.90	24.11	18.26	18.28	18.27	12.42	11.16	11.79	12.32	10.64	11.48
	>50 years	Person	27	21	48	28	15	43	17	9	26	29	18	47
		% of total employees	1.00	0.80	0.90	0.85	0.47	0.66	0.50	0.26	0.38	0.77	0.47	0.62
	Employee turnover rate													
	Total employee turnover rate	Person	958	965	1,923	753	777	1,530	793	727	1,520	834	874	1,708
		% of total employees	35.39	36.61	35.99	22.92	24.27	23.59	23.17	21.02	22.09	22.06	22.96	22.51
	Voluntary employee turnover rate	Person	731	765	1,496	567	622	1,189	585	558	1,143	656	714	1,370
		% of total employees	27.00	29.02	28.00	17.26	19.43	18.33	17.09	16.14	16.61	17.35	18.75	18.05
	Turnover employee by level													
	Top Management (including; Executive and Middle management ¹²)	Person	74	48	122	18	18	36	57	28	85	66	49	115
		% of total employees	2.73	1.82	2.28	0.55	0.56	0.55	1.67	0.81	1.24	1.75	1.29	1.52
	Junior management	Person	137	133	270	99	91	190	153	123	276	150	166	316
		% of total employees	5.06	5.05	5.05	3.01	2.84	2.93	4.47	3.56	4.01	3.97	4.36	4.16
	Other employee	Person	747	784	1,531	636	668	1,304	583	576	1,159	618	659	1,277
		% of total employees	27.60	29.74	28.65	19.35	20.87	20.10	17.03	16.66	16.84	16.34	17.31	16.83
	Turnover by age group													
<30 years	Person	290	320	610	180	274	454	235	305	540	246	352	598	
	% of total employees	10.71	12.14	11.42	5.48	8.56	7.00	6.87	8.82	7.85	6.51	9.25	7.88	
30-50 years	Person	621	611	1,232	536	484	1,020	513	404	917	518	482	1,000	
	% of total employees	22.94	23.18	23.06	16.31	15.12	15.72	14.99	11.68	13.33	13.70	12.66	15.42	
>50 years	Person	47	34	81	37	19	56	41	22	63	70	40	110	
	% of total employees	1.74	1.29	1.52	1.13	0.59	0.86	1.20	0.64	0.92	1.85	1.05	1.45	
401-3	Parental Leave													
	Number of employees entitled to parental leave	Person	1,588	2,590	4,178	1,447	2,821	4,268	1,428	3,458	4,886	2,538	3,708	6,246
	Number of employees taking parental leave	Person	9	41	50	8	34	42	9	47	56	3	53	56
	Number of employees returning to work after parental leave	Person	9	36	45	8	32	40	9	44	53	3	48	51
		% of total employees taking parental leave	100.00	87.80	90.00	100.00	94.12	95.24	100.00	93.62	94.64	100.00	90.57	91.07
Number of employees returning to work after parental leave who were still employed for 12 months after returning	Person	3	36	39	7	38	45	9	31	40	3	33	36	
404-1	Training													
	Average hours per FTE of training and development ¹³	hours/FTE			52.74			80.00			46.20	52.50	54.12	53.30
	Average amount spent per FTE on training and development	Baht/FTE			1,728.82			3,553			1,978	2,388.87	2,244.05	2,317
	Average training hours by level													
	Top Management (including; Executive and Middle management ¹²)	% of total training hour						1			1			1
	Middle management	hours	36.6	34.5	35.5									
	Junior management	% of total training hour						8			8			8
	Other employee	% of total training hour						91			91			91
	Average training hours by age													
<30 years	% of total training hour						28			28			28	
30-50 years	% of total training hour						67			67			67	
>50 years	% of total training hour						5			5			5	
404-3	Employee receiving regular performance and career development reviews													
	Top Management (including; Executive and Middle management ¹²)	Person	192	186	378	99	79	178	214	175	389	256	228	484
		%	97.46	97.38	97.42	100.00	98.75	99.44	99.53	96.69	98.23	100.00	99.13	99.59
	Junior Management	Person	297	358	655	329	390	719	418	480	898	499	552	1,051
		%	94.29	95.98	95.20	93.47	95.59	94.61	91.67	94.12	92.96	97.84	97.53	97.68
	Other Employee	Person	2,065	1,958	4,023	2,419	2,345	4,764	2,733	2,683	5,416	2,919	2,891	2,919
	%	94.08	94.50	94.28	85.33	86.44	85.87	99.31	96.96	98.13	96.82	96.01	48.44	

Asset World Corp Public Company Limited
Sustainability Performance

GRI	Information	Unit	2022			2023			2024			2025			
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Workers & Employment														
403-8	Workers covered by an occupational health and safety management system														
	Employees	Person			5,343			6,487			6,881			7,588	
		%			100			100			100			100	
	Contractors	Person			221			323			355			81,690	
		%			100			100			100			100	
	Workers covered by such a system that has been internally audited														
	Employees	Person			5,343			6,487			6,881			7,588	
		%			100			100			100			100	
	Contractors	Person			221			323			355			81,690	
		%			100			100			100			100	
	403-8	Workers covered by such a system that has been audited or certified by an external party													
		Employees	Person			5,343			6,487			6,881			7,588
%					100			100			100			100	
Contractors		Person			221			323			355			81,690	
		%			100			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	1	0	1	
	Number of hours worked														
	Employees	Hours	4,752,802	4,643,098	9,395,900			14,583,146			15,845,500			17,635,594	
	Contractors	Hours	353,491	103,944	457,435			595,935			654,975			11,279,437	
	Lost-Time Injury (LTI) ¹⁴ - Thailand regulatory basis														
	Employees	Person	49	29	78			94			87			74	
	Contractors	Person	0	0	0			0			0			0	
	Lost-Time Injury (LTI) ¹⁴ - International basis														
	Employees	Person												132	
	Contractors	Person												4	
	Lost-Time Injury Frequency Rate (LTIFR) - Thailand regulatory basis														
	Employee	person per 1,000,000 hrs. worked	10.31	6.25	8.30			6.45			5.49			4.20	
	Contractors	person per 1,000,000 hrs. worked	0.00	0.00	0.00			0.00			0.00			0.00	
	Lost-Time Injury Frequency Rate (LTIFR) - International basis														
	Employee	person per 1,000,000 hrs. worked												7.48	
Contractors	person per 1,000,000 hrs. worked												0.35		

Asset World Corp Public Company Limited
Sustainability Performance

GRI	Information	Unit	2022			2023			2024			2025		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Workers & Employment													
403-10	Work-related ill health													
	Number of fatalities as a result of work-related ill health													
	Employees	Person	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
	Contractors	Person	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
	Number of recordable work-related ill health													
	Employees	Person	0	0	0.00	0	0	0.00	0	0	0.00	2	3	5.00
Contractors	Person	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	
	Social Indicators													
405-1	Workforce Breakdown: Gender													
	Share of women in total workforce (Target 50% in 2030)	% of total workforce		48.40			48.17			50.25			50.17	
	Share of women in all management positions, including junior, middle ¹² and top management (Target 50% in 2030)	% of total management positions		52.40			51.97			52.80			50.96	
	Share of women in junior management positions, i.e. first level of management (Target 50% in 2030)	% of total junior management positions		54.20			53.68			49.48			52.60	
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (Target 50% in 2030)	% of total top management positions		37.10			37.10			35.24			39.57	
	Share of women in management positions in revenue-generating functions (e.g. sales) (i.e. excluding support functions such as HR, IT, Legal, etc.) (Target 50% in 2030)	% of all such manager		64.80			64.80			54.90			63.50	
	Share of women in STEM-related positions (Target 50% in 2030)	% of total STEM positions		25.00			25.00			27.16			17.00	
405-2	Equal Remuneration Ratio													
	Executive level (base salary only)	Female : Male			0.53 : 1			1.16 : 1			0.98 : 1			1.13 : 1
	Executive level (base salary + other cash incentives)	Female : Male			0.52 : 1			0.99 : 1			0.70 : 1			1.08 : 1
	Management level (base salary only)	Female : Male			0.88 : 1			0.84 : 1			0.71 : 1			1.08 : 1
	Management level (base salary + other cash incentives)	Female : Male			0.88 : 1			0.84 : 1			0.55 : 1			1.05 : 1
	Non-management level (base salary only)	Female : Male			0.81 : 1			1.06 : 1			0.79 : 1			1.10 : 1
Non-management level (base salary + other cash incentives)	Female : Male			0.81 : 1			1.18 : 1			0.90 : 1			1.13 : 1	

Asset World Corp Public Company Limited
Sustainability Performance

GRI	Information	Unit	2022			2023			2024			2025		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Social Indicators														
2-30	Proportion of Employees Participating as members of the Provident Fund	Percentage of employees who are fund members relative to the total number of employees.	60.43			63.68			69.86			69.48		
	Customer whose data is used for secondary purposes	Case	0			0			0			0		
	Employees covered by the Welfare Committee ¹⁵ or by collective bargaining agreements	Person	5,343			6,487			6,881			7,588		
		%	100			100			100			100		
	Employees represented through the Welfare Committee ¹⁵ or under collective bargaining agreements	Person	115			130			130			282		
		%	2			2			2			3.72		
Online customers and Online revenues generated														
	Percentage of customers using your online services solutions/sales platform per total customer	%			51			56			57			53
	Percentage of revenues generated online (e.g. through direct sales, advertising, etc.) per total revenue	%			51			57			60			55

Note:

⁴ Number of Contractors in Developing Assets : Includes all contractors and subcontractors working at construction sites of the Company's developing assets during the reporting period. In addition, data collection has been expanded from the previous year to include construction sites.

⁵ Asian: Includes Burmese,Cambodian,Chinese, Filipino, Indian, Indonesian,Japanese,Laotian, Malaysian, Maldivian, Shan,Singaporean,South Korean, , Taiwanese and Vietnamese

⁶ Other foreigners : Includes American, Australian, Austrian, Belgian,British, Canadian, Dutch, Finnish, French,German,Italian,Mexican,New Zealander, Portuguese, Swiss, Spanish, and Turkish,

⁷ The Company complies with the legal requirements on the employment of persons with disabilities by hiring some persons with disabilities as employees. For the remaining portion, the Company has fully contributed to the Fund for Empowerment of Persons with Disabilities in accordance with the proportion stipulated by law.

⁸ Full-time: Employees whose working hours are defined as full-time in accordance with national legislation or Company policy.

⁹ Part-time: Employees whose working hours are less than those of full-time employees, in accordance with national legislation or Company policy.

¹⁰ Permanent employees : Employees with indefinite employment contracts.The Company has expanded the scope of data collection compared with the previous year.

¹¹ Temporary employees : Employees with fixed-term employment contracts.The Company has expanded the scope of data collection compared with the previous year.

¹² For reporting alignment, AWC uses the term Senior Management internally, corresponding to positions commonly referred to as middle management in general practice.

¹³ Training breaks down by employee level (hours/FTE): Top Management (including; Executive and Middle management) = 62.49, Junior Management = 61.37, and Other Employees = 51 Training breaks down by employee age (hours/FTE): Age <30 = 55.26 , Age 30-50 = 51.99, and Age >50 = 56.51

¹⁴ LTI is presented based on both Thai regulatory requirements and international methodology. While both approaches include cases with at least one lost workday, the Thai basis reflects cases reportable under Thai regulations , whereas the international basis includes all such cases regardless of reporting requirements.

¹⁵ The Welfare Committee represents employees in matters of welfare, health, safety, and well-being, and also serves as a communication channel between employees and management.

Asset World Corp Public Company Limited Sustainability Performance

GRI	Information	Unit	2022	2023	2024	2025
	Governance					
	Sustainable Supply Chain					
	Supplier Information¹⁶					
2-6	Critical Tier 1 supplier	Number	N/A	68	62	921
	Tier 1 supplier	Number	N/A	2,085	2,952	4,798
	Non-tier 1 suppliers	Number	N/A	N/A	N/A	N/A
	Supplier ESG assessment¹⁷					
301-1, 414-1	Percentage critical Tier 1 supplier that were screened using ESG criteria	%	N/A	N/A	N/A	0.08
	Number of critical Tier 1 supplier that were screened using ESG criteria	Number	N/A	N/A	N/A	78
	Supplier On-site audit					
308-2, 414-2	Percentage of critical Tier-1 suppliers assessed through onsite audits	%	N/A	N/A	N/A	0.01
	Number of critical Tier-1 suppliers assessed through onsite audits	Number	N/A	N/A	N/A	11

¹⁶ Data for 2022–2024 excludes supplier information from the hotel business where procurement was conducted directly by the hotels. Data for 2025 includes supplier information from the hotel and hospitality business, specifically for food and beverage categories.

¹⁷ The Supplier ESG risk assessment covers critical suppliers across all business units. The Company has conducted ESG screening for 100% of suppliers under strategic procurement categories.