

Performance Summary

ECONOMIC PERFORMANCE

GRI Standard	Performance	Unit	2020	2021	2022	2023	
201-1	Direct economic value generated and distributed						
	Direct economic value generated						
	Revenue	Million Baht	9,407	11,964	15,568	17,015	
	Economic Value distributed						
	Operating Cost	Million Baht	4,282	6,306	9,574	10,072	
	Employee wages and benefits		855	961	871	1,046	
	Annual dividend payment		1,348	1,348	2,098	2,499	
	Payment to the government		293	679	546	581	
	Social investment		41	7	44	42	
	Economic value retained	Million Baht	2,588	2,663	2,435	2,774	
205-2	Anti-corruption						
	Communication and training on anti-corruption policy to governance body members						
	WHA Industrial Development	%	100	100	100	100	
	WHA Utilities and Power		100	100	100	100	
	WHA Logistics		100	100	100	100	
	WHA Digital Platform		100	100	100	100	
	Communication and training on anti-corruption policy to employees						
	WHA Industrial Development	%	100	100	100	100	
	WHA Utilities and Power		100	100	100	100	
	WHA Logistics		100	100	100	100	
	WHA Digital Platform		100	100	100	100	
	Communication on anti-corruption policy to business partners						
	WHA Industrial Development	%	N/A	N/A	100	100	
	WHA Utilities and Power		N/A	N/A	100	100	
	WHA Logistics		N/A	N/A	100	100	
	WHA Digital Platform		N/A	N/A	100	100	
	205-3	Confirmed incidents of corruption					
		Total number of confirmed incidents of corruption	Case	0	0	0	0
		Number of employees who dismissed due to corruption	Person	0	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		Case	0	0	0	0	
Public legal cases regarding corruption		Case	0	0	0	0	
Anti-competitive practice							
Total amount of fines and settlements		Baht	0	0	0	0	
Total amount of fines and settlements		% of revenues	0	0	0	0	
Corruption and Bribery Cases							
Total number of confirmed incidents of corruption		Case	0	0	0	0	
Employees who were dismissed due to corruption		Person	0	0	0	0	
Business partners who were terminated or not renewed due to corruption		Number	0	0	0	0	
Public legal cases regarding corruption (public investigations, prosecution or close cases)		Case	0	0	0	0	
Violations of Business Ethics							
Violations received from grievance mechanisms specified by the company		Case	0	0	0	0	
Violations that are in the process of being resolved		Case	0	0	0	0	
Violations that have been resolved		Case	0	0	0	0	
Confirmed incidents of Discrimination or Harassment							
Total number of confirmed incidents of Discrimination or Harassment		Case	0	0	0	0	
Confirmed incidents of Conflicts of Interest							
Total number of confirmed incidents of Conflicts of Interest		Case	0	0	0	0	
Confirmed incidents of Conflicts of Money Laundering or Insider trading							
Total number of confirmed incidents of Money Laundering or Insider trading		Case	0	0	0	0	
Written/Digital Acknowledgement of codes of conduct							
Employees			N/A	100	100	100	

GRI Standard	Performance	Unit	2020	2021	2022	2023	
	WHA Industrial Development	%	N/A	100	100	100	
	WHA Utilities & Power		N/A	100	100	100	
	WHA Logistics		N/A	100	100	100	
	WHA Digital Platform		N/A	100	100	100	
	Contractors/ Suppliers/ Service Providers		N/A	100	100	100	
	WHA Industrial Development	%	N/A	100	100	100	
	WHA Utilities & Power		N/A	100	100	100	
	WHA Logistics		N/A	100	100	100	
	WHA Digital Platform		N/A	100	100	100	
	Subsidiaries		N/A	100	100	100	
	WHA Industrial Development		N/A	100	100	100	
	WHA Utilities & Power		N/A	100	100	100	
	WHA Logistics		N/A	100	100	100	
	WHA Digital Platform		N/A	100	100	100	
	Joint Ventures (including stakes above 10%)		N/A	100	100	100	
	WHA Industrial Development		N/A	100	100	100	
	WHA Utilities & Power		N/A	100	100	100	
	WHA Logistics		N/A	100	100	100	
	WHA Digital Platform		N/A	100	100	100	
	Training Provided of codes of conduct						
	Employees	%	N/A	100	100	100	
	WHA Industrial Development		N/A	100	100	100	
	WHA Utilities & Power		N/A	100	100	100	
	WHA Logistics		N/A	100	100	100	
	WHA Digital Platform		N/A	100	100	100	
	Contractors/ Suppliers/ Service Providers		N/A	100	100	100	
	WHA Industrial Development		N/A	100	100	100	
	WHA Utilities & Power		N/A	100	100	100	
	WHA Logistics		N/A	100	100	100	
	WHA Digital Platform		N/A	100	100	100	
	Subsidiaries		N/A	100	100	100	
	WHA Industrial Development		N/A	100	100	100	
WHA Utilities & Power	N/A		100	100	100		
WHA Logistics	N/A		100	100	100		
WHA Digital Platform	N/A		100	100	100		
Joint Ventures (including stakes above 10%)	N/A		100	100	100		
WHA Industrial Development	N/A		100	100	100		
WHA Utilities & Power	N/A		100	100	100		
WHA Logistics	N/A		100	100	100		
WHA Digital Platform	N/A		100	100	100		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices		Case	0	0	0	0

Supply Chain Management

GRI Standard	Performance	Unit	2020	2021	2022	2023
308-1	Supplier Environmental Assessment					
	New suppliers that were screened using environmental criteria					
	New suppliers that were screened using environmental criteria	Number	1	2	4	0
		%	100	100	100	0
	WHA Industrial Development	Number	0	1	0	0
	WHA Utilities and Power		0	0	4	0
	WHA Logistics		1	0	0	0
WHA Digital Platform	0		1	0	0	
308-2	Negative environmental impacts in the supply chain and actions taken					
	Number of suppliers assessed for environmental impacts	Number	9	29	21	17
	WHA Industrial Development		0	9	5	4
	WHA Utilities and Power		9	16	14	12
	WHA Logistics		0	1	1	1
	WHA Digital Platform		0	3	1	0
	Number of suppliers identified as having significant actual and potential negative environmental impacts.		0	0	0	0
	WHA Industrial Development		N/A	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		N/A	0	0	0
	WHA Digital Platform		N/A	0	0	0
414-1	Supplier Social Assessment					
	New suppliers that were screened using social criteria					
	New suppliers that were screened using social criteria	Number	1	2	4	0
		%	100	100	100	0
	WHA Industrial Development	Number	0	1	0	0
	WHA Utilities and Power		0	0	4	0
	WHA Logistics		1	0	0	0
WHA Digital Platform	0		1	0	0	
414-2	Negative social impacts in the supply chain and actions taken					
	Number of suppliers assessed for social impacts	Number	9	29	21	17
	WHA Industrial Development		0	9	5	4
	WHA Utilities and Power		9	16	14	12
	WHA Logistics		0	1	1	1
	WHA Digital Platform		0	3	1	0
	Number of suppliers identified as having significant actual and potential negative social impacts.		0	0	0	0
	WHA Industrial Development		N/A	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		N/A	0	0	0
WHA Digital Platform	N/A		0	0	0	
S&P CSA	Total tier 1 supplier					
	Absolute number of suppliers	Number	745	638	594	583
	Share of total procurement spent	%	100	100	100	100
	Critical tier 1 suppliers					
	Absolute number of suppliers	Number	35	29	21	17
	Share of total procurement spent	%	81	81	81	80
	Critical non-tier 1 suppliers					
	Absolute number of suppliers	Number	0	2	4	4
	Supply chain risk exposure					
	Tier 1 suppliers assessed (for sustainability risks) in the last 3 years	Number	N/A	638	594	583
		%	N/A	100	100	100
	Tier 1 suppliers classified as high-risk	Number	N/A	0	0	0
		%	N/A	0	0	0
	Critical non-tier 1 suppliers assessed (for sustainability risks) in the last 3 years	Number	N/A	2	6	4
	Critical non-tier 1 suppliers classified as high-risk	Number	N/A	0	0	0
Supplier Risk Management Measures						

GRI Standard	Performance	Unit	2020	2021	2022	2023
	Critical suppliers assessed annually	%	72	100	100	100
Suppliers with high sustainability risk						
	Suppliers with high sustainability risk assessed (ongoing sustainability monitoring) annually	%	N/A	0	0	0
	Percentage of current suppliers with high sustainability risk which have corrective action plans	%	N/A	100	100	100
	Percentage of current high sustainability risk suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	%	N/A	100	100	100
Supplier Screening						
	Total number of Tier-1 suppliers	Number			594	583
	Total number of significant suppliers in Tier-1				62	62
	% of total spend on significant suppliers in Tier-1	%			82.45	85.70
	Total number of significant suppliers in non Tier-1	Number			4	4
	Total number of significant suppliers (Tier-1 and non Tier-1)				66	66
Supplier Assessment						
	Total number of suppliers assessed via desk assessments/on-site assessments	Number			66	66
	% of significant suppliers assessed				100	100
	Target of significant suppliers assessed for FY2023	%	100			
	Number of suppliers assessed with substantial actual/potential negative impacts	Number			0	0
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%			0	0
	Number of suppliers with substantial actual/potential negative impacts that were terminated	Number			0	0
Corrective action plan support						
	Total number of suppliers supported in corrective action plan implementation	Number			0	0
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%			0	0
	Target of suppliers supported in corrective action plan for FY2023	%	100			
Capacity building programs						
	Total number of suppliers in capacity building programs				66	66
	% of significant suppliers in capacity building programs	%			100	100
	Target of suppliers in capacity building programs for FY2023	Number	100			
Supply Chain KPIs						
	KPI 1: % of Acknowledgement of Supplier Code of Conduct		Target: 100% Target Year: 2023			
	% of Acknowledgement of Supplier Code of Conduct	%	25.26	43.75	100	100
	KPI 2: % of New Supplier Screening using Pre-Questionnaire Form		Target: 100% Target Year: 2023			
	% of New Supplier Screening using Pre-Questionnaire Form	%	100	100	100	100
	KPI 3: % of Existing Supplier ESG Performance Evaluation		Target: 100% Target Year: 2023			
	% of Existing Supplier ESG Performance Evaluation	%	100	100	100	100

Customer Relationship Management

GRI Standard	Performance	Unit	2020	2021	2022	2023
S&P CSA	Satisfaction Measurement					
	Satisfied Respondents (as % of % of satisfied respondents out of total number of respondents to survey)	%	89	90	86	89
		Target: 90 Target Year: 2023				
Data coverage (% of customers/consumers surveyed)	%	99.98	99.98	99.98	99.98	

Customer Privacy

GRI Standard	Performance	Unit	2020	2021	2022	2023	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data						
	Total number of substantiated complaints received concerning breaches of customer privacy	Number	0	0	0	0	
	Complaints received from outside parties and substantiated by the organization	Incident	0	0	0	0	
			WHA Industrial Development	0	0	0	0
			WHA Utilities and Power	0	0	0	0
			WHA Logistics	0	0	0	0
			WHA Digital Platform	0	0	0	0
	Complaints from regulatory bodies	Incident	0	0	0	0	
			WHA Industrial Development	0	0	0	0
			WHA Utilities and Power	0	0	0	0
			WHA Logistics	0	0	0	0
			WHA Digital Platform	0	0	0	0
	Total number of identified leaks, thefts, of losses of customer data	Incident	0	0	0	0	
			WHA Industrial Development	0	0	0	0
			WHA Utilities and Power	0	0	0	0
			WHA Logistics	0	0	0	0
			WHA Digital Platform	0	0	0	0

Information Security/ Cybersecurity

GRI Standard	Performance	Unit	2020	2021	2022	2023	
S&P CSA	Information Security/ Cybersecurity breach cases						
	Total number of information security breaches	Incident	0	0	0	0	
			WHA Industrial Development	0	0	0	0
			WHA Utilities and Power	0	0	0	0
			WHA Logistics	0	0	0	0
			WHA Digital Platform	0	0	0	0
	Total number of clients, customers and employees affected by the breaches	Incident	0	0	0	0	
			WHA Industrial Development	0	0	0	0
			WHA Utilities and Power	0	0	0	0
			WHA Logistics	0	0	0	0
			WHA Digital Platform	0	0	0	0

ENVIRONMENT PERFORMANCE

Waste

GRI Standard	Performance	Unit	2020	2021	2022	2023
306-3	Waste composition					
	Total Waste	Tons	9,234.87	8,180.07	7,574.59	8,020.00
	Hazardous waste		8.24	8.69	8.78	6.91
	Non-hazardous waste		9,226.63	8,171.38	7,565.81	8,013.09
306-4	Hazardous waste diverted from disposal by recovery option					
	Total	Tons	7.41	7.02	7.99	4.15
	- Preparation for reuse		0	0	0	0
	- Recycling		0	0	0	1.60
	- On-site storage		7.41	7.02	7.99	2.55
	Non-hazardous waste diverted from disposal by recovery option					
	Total	Tons	3,732.12	5,638.74	5,823.24	7,694.99
	- Preparation for reuse		2,000.00	0	0	0
	- Recycling		23.94	4,319.12	3,957.87	6,631.99
	- On-site storage		1,708.18	1,319.62	1,865.37	1,063.00
S&P CSA	Total waste recycled / reused	Tons	2,023.94	4,319.12	3,957.87	6,631.99
	Total waste disposed	Tons	5,495.34	2,534.31	1,743.37	320.86
	Total waste landfilled	Tons	5,494.51	2,532.64	1,418.95	1.71
	Total incineration (with energy recovery)		0	0	323.63	316.39
	Total incineration (without energy recovery)		0.83	1.67	0.79	2.76
	Total waste with unknown disposal method		0	0	0	0
	Data coverage	% of Revenue	100	100	100	100

Energy

GRI Standard	Performance	Unit	2020	2021	2022	2023
302-1	Energy consumption within the organization					
	Energy consumption from non-renewable sources					
	Total non-renewable energy consumption	MWh	31,508.85	41,150.05	41,673.72	44,724.34
	Diesel / Petrol/ Gasoline	MWh	571.45	4,883.00	5,649.96	5,957.51
	Grid electricity consumption intensity ratio	MWh	30,937.40	36,267.05	36,023.76	38,766.83
	Total non-renewable energy consumption intensity ratio	MWh/THB mm	3.35	3.44	2.68	2.63
	Target 2023	MWh	35,179.04			
	Energy consumption from renewable source					
	Total renewable energy consumption	MWh	555.99	863.03	1,656.84	1,677.55
	Solar Power	MWh	555.99	863.03	1,656.84	1,677.55
	Percentage of electricity from renewable sources (wind, water, solar, biogas) used in buildings in portfolio	%	1.76	2.05	3.82	3.62
	Total energy consumption					
	Total	MWh	32,064.84	42,013.08	43,330.56	46,401.89
	Data coverage for Energy Consumption					
	Data coverage	% of Revenue	100	100	100	100
	Type of energy consumption					
	Electricity	MWh	31,493.39	37,130.08	37,680.60	40,444.38
	Heating		571.45	4,883.00	5,649.96	5,957.51
	Cooling		-	-	-	-
	Steam		-	-	-	-
	Type of energy sold					

GRI Standard	Performance	Unit	2020	2021	2022	2023
	Electricity	MWh	N/A	52,767.61	72,135.23	112,921.00
	Heating		-	-	-	-
	Cooling		-	-	-	-
	Steam		-	-	-	-
302-2	Energy consumption outside of the organization					
	Total energy consumption	MWh	571.45	4,883.00	5,649.96	5,957.51
302-3	Energy intensity					
	Energy intensity ratio	MWh/THB mm	3.41	3.51	2.78	2.73
	Energy intensity ratio	MWh/ton production	N/A	N/A	N/A	N/A

GHG Emission

GRI Standard	Performance	Unit	2020	2021	2022	2023
305-1	Scope 1 emissions by business unit		645	1,146	1,322	1,401
	WHA Industrial Development	ton CO ₂ e	748	639	699	678
	WHA Utilities and Power		560	274	356	415
	WHA Logistics		255	228	255	296
	WHA Digital Platform		N/A	5	12	12
	Data coverage		% of Revenue	100	100	100
	Scope 1 Biogenic CO₂ emissions			83.45	98.94	100.59
	WHA Industrial Development	ton CO ₂ e	N/A	44.21	51.84	50.25
	WHA Utilities and Power		N/A	22.24	26.57	29.56
	WHA Logistics		N/A	17.00	19.47	19.81
	WHA Digital Platform		N/A	N/A	1.06	0.97
Data Coverage	% of Revenue	N/A	100	100	100	
305-2	Scope 2 emissions by business unit (Market-based)		18,671	18,104	15,722	17,209
	WHA Industrial Development	ton CO ₂ e	1,912	3,041	2,538	3,224
	WHA Utilities and Power		13,554	13,458	12,083	12,944
	WHA Logistics		240	956	918	1,037
	WHA Digital Platform		683	649	183	4
	Data coverage	% of Revenue	100	100	100	100
305-4	GHG emissions intensity ratio					
	Scope 1	Tons CO ₂ e/ THB mm ¹	0.07	0.10	0.08	0.08
	Scope 2		1.98	1.51	1.01	1.01
	Scope 1 and Scope 2		2.05	1.61	1.09	1.09
305-5	Scope 1 emissions reduction by business unit					
	WHA Industrial Development	ton CO ₂ e	N/A	(109)	60	21
	WHA Utilities and Power		N/A	(286)	82	(59)
	WHA Logistics		N/A	(27)	27	(41)
	WHA Digital Platform		N/A	N/A	7	0
	Scope 2 emissions reduction by business unit					
	WHA Industrial Development	ton CO ₂ e	N/A	1,129	(503)	(686)
	WHA Utilities and Power		N/A	(96)	(1,375)	(861)
	WHA Logistics		N/A	716	(38)	(119)
	WHA Digital Platform		N/A	(34)	(466)	179

Remark: *Tons CO₂e per THB 1 mm reported revenue and share of profit

Water and Effluents

GRI Standard	Performance	Unit	2020	2021	2022	2023
303-3	Water withdrawal by source					
	Total Fresh water withdrawal	MI	64,830.39	69,233.39	66,205.07	65,307.10
	Fresh Surface water		15,555.50	9,245.49	10,521.46	8,627.07
	Fresh groundwater		0	0	0	0
	Third party water		49,274.89	59,987.90	55,683.61	56,680.03
	Total water withdrawal from area with water stress	MI	7,457.07	7,513.29	5,348.80	65,307.10
	Surface water		N/A	N/A	N/A	8,627.07
	Third party water		7,457.07	7,513.29	5,348.80	56,680.03
	Data coverage	% of Revenue	100	100	100	100
303-4	Water discharge by destination					
	Total water discharge	MI	17,950.58	58,538.05	17,226.23	19,111.24
	- Surface water		16,117.38	44,918.63	14,765.67	17,149.14
	- Seawater		1,833.20	13,619.42	2,460.56	1,962.10
	Total water discharge from area with water stress	MI	2,570.31	2,756.09	2,543.68	19,111.24
	- Surface water		2,570.31	2,756.09	2,543.68	17,149.14
	- Seawater		N/A	N/A	N/A	1,962.10
	Water discharge by category					
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	MI	16,117.38	24,711.40	14,765.67	17,149.14
	Other water ($> 1,000$ mg/L Total Dissolved Solids)		1,833.20	33,826.65	2,460.56	1,962.10
S&P CSA	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted	MI	15,555.50	9,245.49	10,521.46	8,627.07
303-4	Water discharge by quality and location					
	WHA CIE1					
	pH	-	7.40	7.42	7.26	7.42
	Temperature	°C	30.40	30.17	30.65	31.42
	Biochemical Oxygen Demand (BOD)	mg/L	8.75	8.50	7.00	5.60
	Chemical Oxygen Demand (COD)	mg/L	37.00	37.64	38.00	39.50
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	9.00	7.43	8.08	6.17
	Total Dissolved Solid (TDS)	mg/L	1011.00	1,139.00	1136.00	1073.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	6.52	6.88	8.97	9.58
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	N/A	N/A	<0.0005	N/A
	Cadmium (Cd)	mg/L	<0.0001	<0.0001	ND	ND
	Lead (Pb)	mg/L	0.005	0.007	0.001	0.001
	Arsenic (As)	mg/L	0.004	0.003	0.004	0.005
	Chromium (Cr)	mg/L	<0.01	ND	ND	ND
	Barium (Ba)	mg/L	N/A	N/A	0.04	N/A
	Nickel (Ni)	mg/L	0.08	0.05	0.07	0.08
	Copper (Cu)	mg/L	0.33	0.22	0.25	0.21
	Zinc (Zn)	mg/L	0.40	0.26	0.23	0.20
	Sulfide as H2S	mg/L	N/A	N/A	<0.5	N/A
	Cyanide as HCN	mg/L	N/A	N/A	ND	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
	WHA CIE 2					
	pH	-	8.50	8.32	8.10	8.32
	Temperature	°C	30.35	28.58	30.85	30.77
	Biochemical Oxygen Demand (BOD)	mg/L	3.30	3.83	5.00	4.75
	Chemical Oxygen Demand (COD)	mg/L	26.00	33.25	23.00	33.75
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	14.30	13.83	10.83	15.00
	Total Dissolved Solid (TDS)	mg/L	1,634.00	1,603.00	1,684.67	1,573.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.86	1.90	2.25	5.63
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
Selenium (Se)	mg/L	N/A	N/A	ND	N/A	
Cadmium (Cd)	mg/L	<0.0001	ND	ND	N/A	
Lead (Pb)	mg/L	<0.0002	<0.0002	ND	ND	
Arsenic (As)	mg/L	0.007	0.008	0.005	N/A	

GRI Standard	Performance	Unit	2020	2021	2022	2023
	Chromium (Cr)	mg/L	<0.01	ND	ND	ND
	Barium (Ba)	mg/L	N/A	N/A	0.035	N/A
	Nickel (Ni)	mg/L	0.006	0.006	0.010	0.013
	Copper (Cu)	mg/L	0.004	0.022	0.002	0.003
	Zinc (Zn)	mg/L	0.05	0.04	0.06	0.01
	Sulfide as H2S	mg/L	N/A	N/A	<0.5	N/A
	Cyanide as HCN	mg/L	N/A	N/A	ND	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
ESIE Phase 1						
	pH	-	7.60	7.80	7.50	7.78
	Temperature	°C	29.60	29.00	29.40	30.20
	Biochemical Oxygen Demand (BOD)	mg/L	4.00	4.30	3.00	2.90
	Chemical Oxygen Demand (COD)	mg/L	31.00	31.67	43.00	50.80
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	<5.00	10.00	5.42	5.00
	Total Dissolved Solid (TDS)	mg/L	1,105.00	736.00	1,415.00	2,080.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.50	8.90	4.88	2.93
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	0.0002	<0.0001	ND	ND
	Cadmium (Cd)	mg/L	<0.0001	ND	ND	ND
	Lead (Pb)	mg/L	<0.0002	<0.0002	ND	ND
	Arsenic (As)	mg/L	0.005	0.002	0.005	0.007
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	<0.01	0.042	ND	ND
	Barium (Ba)	mg/L	0.11	0.06	0.12	0.11
	Nickel (Ni)	mg/L	0.07	0.0005	0.08	0.108
	Copper (Cu)	mg/L	0.003	0.11	0.003	0.003
	Zinc (Zn)	mg/L	0.12	<0.5	0.09	0.07
	Sulfide as H2S	mg/L	<0.50	<0.005	<0.50	<0.50
	Cyanide as HCN	mg/L	0.009	N/A	0.012	0.015
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
ESIE Phase 2B						
	pH	-	7.60	8.2	7.64	7.85
	Temperature	°C	29.80	29.29	29.69	30.2
	Biochemical Oxygen Demand (BOD)	mg/L	4.00	4.70	7.00	7.00
	Chemical Oxygen Demand (COD)	mg/L	24.00	41.45	36.00	42.00
	Grease and Oil	mg/L	<3.00	<3	3.00	3.00
	Suspended Solid (SS)	mg/L	11.00	15.45	13.67	18.17
	Total Dissolved Solid (TDS)	mg/L	744.00	593.50	851.00	880.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.50	1.36	4.01	5.75
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	0.0003	N/A	ND	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0003	0.0003	ND	ND
	Arsenic (As)	mg/L	0.002	0.0025	0.002	0.02
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	<0.01	N/A	ND	ND
	Barium (Ba)	mg/L	0.02	N/A	0.04	0.04
	Nickel (Ni)	mg/L	0.016	0.035	0.008	0.009
	Copper (Cu)	mg/L	0.0013	0.0019	<0.0005	0.0012
	Zinc (Zn)	mg/L	0.073	0.033	0.024	0.022
	Sulfide as H2S	mg/L	<0.50	N/A	<0.50	<0.50
	Cyanide as HCN	mg/L	<0.005	N/A	<0.005	<0.005
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
WHA ESIE 1 Phase 1						
	pH	-	7.50	8.0	7.55	7.82
	Temperature	°C	30.00	30.70	29.31	30.00
	Biochemical Oxygen Demand (BOD)	mg/L	6.80	6.4	9.00	7.70
	Chemical Oxygen Demand (COD)	mg/L	30	51.25	42.00	58.60
	Grease and Oil	mg/L	3.00	<3	3.00	<3.00
	Suspended Solid (SS)	mg/L	12.16	7.50	11.92	15.50

GRI Standard	Performance	Unit	2020	2021	2022	2023
	Total Dissolved Solid (TDS)	mg/L	647.00	1391	898	1,309.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	8.9	2.8	18.85	22.00
	Mercury (Hg)	mg/L	0.0001	ND	ND	ND
	Selenium (Se)	mg/L	0.0003	0.0003	ND	ND
	Cadmium (Cd)	mg/L	0.0002	<0.0001	ND	ND
	Lead (Pb)	mg/L	0.0007	0.0003	ND	ND
	Arsenic (As)	mg/L	0.0023	0.005	0.002	0.004
	Chromium (Cr)	mg/L	0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.033	<0.01	0.044	0.14
	Nickel (Ni)	mg/L	0.10	0.14	0.08	0.11
	Copper (Cu)	mg/L	0.0009	0.09	0.0009	0.001
	Zinc (Zn)	mg/L	0.04	0.002	0.065	0.079
	Sulfide as H2S	mg/L	0.60	0.14	0.53	<0.50
	Cyanide as HCN	mg/L	0.005	<0.0005	ND	<0.0005
	Chloride as Cl2	mg/L	N/A	<0.005	N/A	N/A
WHA ESIE 1 Phase 3						
	pH	-	7.5	8.7	7.48	7.85
	Temperature	°C	29.60	N/A	29.62	30.24
	Biochemical Oxygen Demand (BOD)	mg/L	5.80	2.10	7.00	5.80
	Chemical Oxygen Demand (COD)	mg/L	33.00	28.80	39.00	41.20
	Grease and Oil	mg/L	4.00	3.00	3.00	<3.00
	Suspended Solid (SS)	mg/L	7.60	N/A	7.75	12.00
	Total Dissolved Solid (TDS)	mg/L	294	291	452	447
	Total Kjeldahl Nitrogen (TKN)	mg/L	17.10	N/A	6.29	10.57
	Mercury (Hg)	mg/L	0.0005	ND	ND	ND
	Selenium (Se)	mg/L	0.0002	<0.0001	ND	ND
	Cadmium (Cd)	mg/L	0.0001	ND	ND	ND
	Lead (Pb)	mg/L	0.0004	0.0002	ND	ND
	Arsenic (As)	mg/L	0.0035	0.002	0.004	0.003
	Chromium (Cr)	mg/L	0.01	ND	<0.01	<0.01
	Barium (Ba)	mg/L	0.07	0.01	0.04	0.05
	Nickel (Ni)	mg/L	0.002	0.0011	0.002	0.002
	Copper (Cu)	mg/L	0.0008	0.0007	0.0007	0.001
	Zinc (Zn)	mg/L	0.03	0.01	0.01	0.02
	Sulfide as H2S	mg/L	0.5	N/A	<0.5	<0.5
	Cyanide as HCN	mg/L	0.005	N/A	<0.005	<0.005
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
WHA ESIE 2						
	pH	-	8.37	8.20	8.02	8.10
	Temperature	°C	29.95	29.29	29.40	29.80
	Biochemical Oxygen Demand (BOD)	mg/L	5.59	4.70	5.00	6.10
	Chemical Oxygen Demand (COD)	mg/L	35.50	41.45	51.00	51.80
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	15.32	15.45	21.50	19.40
	Total Dissolved Solid (TDS)	mg/L	629.45	593.5	483.9	612.4
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.26	1.36	3.02	2.90
	Mercury (Hg)	mg/L	0.0001	ND	ND	ND
	Selenium (Se)	mg/L	N/A	N/A	N/A	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0002	0.0003	ND	ND
	Arsenic (As)	mg/L	0.004	0.0025	0.002	0.003
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	N/A	N/A	N/A	0.03
	Nickel (Ni)	mg/L	0.02	0.035	0.064	0.040
	Copper (Cu)	mg/L	0.001	0.0019	0.0039	0.0027
	Zinc (Zn)	mg/L	0.020	0.033	0.129	0.038
	Sulfide as H2S	mg/L	N/A	N/A	N/A	<0.5
	Cyanide as HCN	mg/L	N/A	N/A	N/A	<0.005
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
WHA ESIE 4						
	pH	-	8.00	8.00	7.43	7.59

GRI Standard	Performance	Unit	2020	2021	2022	2023
	Temperature	°C	30.50	30.80	31.30	31.30
	Biochemical Oxygen Demand (BOD)	mg/L	5.00	4.80	6.00	6.80
	Chemical Oxygen Demand (COD)	mg/L	37.00	34.10	38.00	49.10
	Grease and Oil	mg/L	<3.00	<3.00	3.00	<3.00
	Suspended Solid (SS)	mg/L	21.0	17.5	19.2	19.8
	Total Dissolved Solid (TDS)	mg/L	256	295	361	504
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.00	1.70	5.03	8.28
	Mercury (Hg)	mg/L	<0.0001	ND	ND	ND
	Selenium (Se)	mg/L	0.0002	0.0006	ND	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0004	0.0005	ND	ND
	Arsenic (As)	mg/L	0.0011	0.0010	0.0020	0.004
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	<0.01	ND	ND	ND
	Barium (Ba)	mg/L	0.04	0.05	0.06	0.09
	Nickel (Ni)	mg/L	0.001	0.002	0.004	0.007
	Copper (Cu)	mg/L	0.007	0.0059	0.015	0.004
	Zinc (Zn)	mg/L	0.10	0.03	0.18	0.10
	Sulfide as H2S	mg/L	<0.05	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	<0.005	<0.005	<0.005	<0.005
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
WHA EIE						
	pH	-	8.50	8.45	8.32	8.44
	Temperature	°C	34.30	34.60	34.80	35.00
	Biochemical Oxygen Demand (BOD)	mg/L	4.00	4.00	3.00	3.00
	Chemical Oxygen Demand (COD)	mg/L	20.00	42.58	38.00	42.40
	Grease and Oil	mg/L	3.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	17.00	11.16	24.25	21.70
	Total Dissolved Solid (TDS)	mg/L	2,430.00	2,417.00	2,070.00	2,010.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.50	2.27	1.77	2.49
	Mercury (Hg)	mg/L	0.0001	<0.0001	ND	ND
	Selenium (Se)	mg/L	0.0007	0.0008	0.0008	0.0007
	Cadmium (Cd)	mg/L	0.0012	0.0020	0.0020	0.0009
	Lead (Pb)	mg/L	0.0011	0.0006	0.0019	0.0006
	Arsenic (As)	mg/L	0.007	0.006	0.005	0.004
	Chromium (Cr)	mg/L	N/A	ND	<0.01	<0.01
	Barium (Ba)	mg/L	0.017	0.17	0.12	0.13
	Nickel (Ni)	mg/L	0.034	0.023	0.019	0.021
	Copper (Cu)	mg/L	0.011	0.004	0.005	0.005
	Zinc (Zn)	mg/L	0.49	0.36	0.23	0.29
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	0.015	0.016	0.009	0.007
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
WHA RIL						
	pH	-	6.80	7.00	6.87	6.50
	Temperature	°C	32.25	29.50	32.33	31.10
	Biochemical Oxygen Demand (BOD)	mg/L	8.00	7.83	8.00	9.60
	Chemical Oxygen Demand (COD)	mg/L	37.00	37.16	39.00	47.60
	Grease and Oil	mg/L	4.00	<3.00	<3.00	<3.00
	Suspended Solid (SS)	mg/L	11.00	10.83	13.58	17.80
	Total Dissolved Solid (TDS)	mg/L	1211.00	1,224.00	1,049.00	1,303.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	5.00	9.10	13.20	7.30
	Mercury (Hg)	mg/L	<0.0001	<0.0001	ND	ND
	Selenium (Se)	mg/L	N/A	0.0004	ND	ND
	Cadmium (Cd)	mg/L	N/A	<0.0001	ND	0.0005
	Lead (Pb)	mg/L	N/A	0.0010	0.0014	0.0018
	Arsenic (As)	mg/L	N/A	0.0065	0.004	0.009
	Chromium (Cr)	mg/L	N/A	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	N/A	0.065	0.050	0.140
	Nickel (Ni)	mg/L	0.0013	0.013	0.033	0.030
	Copper (Cu)	mg/L	0.004	0.003	0.004	0.009

GRI Standard	Performance	Unit	2020	2021	2022	2023
	Zinc (Zn)	mg/L	0.24	0.15	0.30	0.29
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.50	<0.50
	Cyanide as HCN	mg/L	N/A	0.0060	<0.005	0.005
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
	WHA SIL					
	pH	-	7.40	7.50	7.53	7.50
	Temperature	°C	31.00	34.6	30.52	31.10
	Biochemical Oxygen Demand (BOD)	mg/L	3.00	3.00	3.00	3.00
	Chemical Oxygen Demand (COD)	mg/L	40.00	35.00	28.00	38.30
	Grease and Oil	mg/L	3.00	3.00	3.00	<3.00
	Suspended Solid (SS)	mg/L	12.00	10.60	9.80	8.30
	Total Dissolved Solid (TDS)	mg/L	1,207.00	1,263.00	1,268.00	1,300.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.52	1.94	1.48	1.70
	Mercury (Hg)	mg/L	ND	<0.0001	ND	ND
	Selenium (Se)	mg/L	N/A	N/A	N/A	N/A
	Cadmium (Cd)	mg/L	<0.0001	ND	ND	ND
	Lead (Pb)	mg/L	0.0014	0.0014	0.0010	0.0030
	Arsenic (As)	mg/L	N/A	N/A	N/A	N/A
	Chromium (Cr)	mg/L	N/A	N/A	N/A	<0.01
	Barium (Ba)	mg/L	N/A	N/A	N/A	N/A
	Nickel (Ni)	mg/L	0.010	0.009	0.013	0.018
	Copper (Cu)	mg/L	0.06	0.004	0.003	0.003
	Zinc (Zn)	mg/L	0.013	0.060	0.065	0.015
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	N/A	N/A	N/A	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
303-5	Water Consumption					
	Total water consumption from all areas	MI	64,830.39	69,233.39	66,205.07	65,307.10
	Total water consumption from areas with water stress		7,457.07	7,513.29	5,348.80	65,307.10
	Change in water storage if water storage has been identified as having a significant water-related impact.		0	0	0	0
	Total net fresh water consumption		48,713.01	24,314.76	51,439.40	48,157.96
	Data coverage	% of Revenue	100	100	100	100
	Water Reclamation					
	Water Reclamation Production	MI	3,269.89	6,924.06	6,950.94	7,257.72

Remark: NA = Not applicable; Na = Not analyzed; ND = Not detected

Air Emission

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Ambient air quality monitoring by industrial estate operation*						
	WHA ESIE						
	Location 1: Chompon Chao Phraya Temple						
	NOx	ppm	≤ 0.17	0.014-0.052	** 0.004-0.011	0.0139-0.0344	0.0045-0.0050
	SOx	mg/m ³	≤ 0.3	0.0039-0.0100	**0.0185-0.0204	0.0021-0.0024	0.005-0.010
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.031-0.061	** 0.065-0.080	0.019-0.035	0.018-0.034
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 2: Klong Gram Temple						
	NOx	ppm	≤ 0.17	0.004-0.027	** 0.006-0.008	0.0143-0.0268	0.0106-0.0138
	SOx	mg/m ³	≤ 0.3	0.0031-0.0072	**0.0217-0.0253	0.0018-0.0027	0.003-0.005
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.027-0.106	**0.051-0.092	0.017-0.035	0.020-0.042
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 3: Ras Asadaram Temple						
	NOx	ppm	≤ 0.17	0.007-0.050	** 0.006-0.010	0.0136-0.0320	0.0021-0.0029
	SOx	mg/m ³	≤ 0.3	0.0012-0.0232	**0.0124-0.0146	0.0026-0.0029	0.007-0.029
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.047-0.216	** 0.114-0.236	0.037-0.096	0.041-0.081
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
Location 4: Ban Wang Ta Pin							
	NOx	ppm	≤ 0.17	0.012-0.050	** 0.003-0.007	0.0132-0.0310	0.0051-0.0061
	SOx	mg/m ³	≤ 0.3	0.0036-0.0138	**0.0088-0.0096	0.0016-0.0028	0.004-0.008
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.035-0.307	**0.059-0.282	0.018-0.100	0.031-0.099
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
Location 5: Ban Map Lang School							
	NOx	ppm	≤ 0.17	0.009-0.054	**0.007-0.012	0.0119-0.0248	0.0023-0.0031
	SOx	mg/m ³	≤ 0.3	0.0015-0.0145	**0.0060-0.0067	0.0023-0.0030	0.004-0.012
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.040-0.118	**0.065-0.077	0.018-0.044	0.014-0.041
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
Location 6: Sri Sattanaram Monk Center							
	NOx	ppm	≤ 0.17	0.020-0.055	**0.005-0.011	0.0145-0.0312	0.0014-0.0028
	SOx	mg/m ³	≤ 0.3	0.0029-0.0111	**0.0045-0.0060	0.0022-0.0030	<0.001-0.008
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.022-0.105	**0.056-0.078	0.018-0.039	0.014-0.026
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
WHA ESIE1							
Location 1: Eastern Sugar Company Community School							
	NOx	ppm	≤ 0.17	0.001-0.022	** 0.001-0.030	0.0086-0.0333	0.014-0.060
	SOx	mg/m ³	≤ 0.12	0.0020-0.0231	**0.0045-0.0060	0.0019-0.0031	0.0081-0.0176
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.028-0.178	**0.030-0.231	0.033-0.079	0.044-0.224
	Particulate matter10 (PM10)	mg/m ³	< 0.12	0.015-0.076	**0.011-0.120	0.019-0.079	0.023-0.103
Location 2: Surasak School							
	NOx	ppm	≤ 0.17	<0.001-0.0250	**0.004-0.065	0.0047-0.0171	0.004-0.017
	SOx	mg/m ³	≤ 0.12	0.0009-0.0119	**0.0003-0.0052	0.0018-0.0065	0.007-0.028
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.223	** 0.021-0.251	0.027-0.050	0.024-0.150
	Particulate matter10 (PM10)	mg/m ³	< 0.12	0.009-0.071	**0.010-0.093	0.011-0.035	0.013-0.074
Location 3: Weather Station							
	NOx	ppm	≤ 0.17	0.004-0.084	**0.011-0.018	0.0016-0.0230	0.014-0.042
	SOx	mg/m ³	≤ 0.12	0.001-0.0080	**0.002-0.013	0.0012-0.0065	0.001-0.009
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.087	**0.020-0.087	0.027-0.050	0.035-0.148
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.008-0.071	**0.018-0.042	0.018-0.070	0.016-0.026
Location 4: Klong Gram Temple							
	NOx	ppm	≤ 0.17	0.004-0.084	** 0.002-0.015	0.0038-0.0148	0.010-0.032
	SOx	mg/m ³	≤ 0.12	0.001-0.0080	** 0.005-0.023	0.0016-0.0020	0.015-0.031
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.087	** 0.024-0.082	0.031-0.089	0.029-0.049
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.008-0.071	**0.010-0.044	0.019-0.045	0.021-0.03
Location 5: Ban Tai Sun							
	NOx	ppm	≤ 0.17	<0.001-0.017	** 0.009-0.033	0.0082-0.0188	0.021-0.042
	SOx	mg/m ³	≤ 0.12	0.0023-0.0057	**0.0047-0.012	0.0016-0.0024	0.001-0.002
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.017-0.071	**0.019-0.052	0.034-0.073	0.016-0.023
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.008-0.042	**0.013-0.044	0.012-0.037	0.010-0.018
Location 6: Khao Kan Song Temple							
	NOx	ppm	≤ 0.17	0.001-0.022	** 0.003-0.023	0.0025-0.0097	0.007-0.055
	SOx	mg/m ³	≤ 0.12	0.0084-0.0225	** 0.007-0.021	0.0018-0.0027	0.028-0.049
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.097	** 0.023-0.097	0.032-0.088	0.027-0.105
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.014-0.055	** 0.017-0.050	0.019-0.033	0.019-0.05
Location 7: Ta Kien Ku Temple							
	NOx	ppm	≤ 0.17	<0.001-0.019	** 0.002-0.010	0.0030-0.0098	0.004-0.012
	SOx	mg/m ³	≤ 0.12	0.0012-0.0036	** 0.0003-0.006	0.0016-0.0027	0.013-0.022
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.019-0.105	** 0.018-0.062	0.019-0.068	0.019-0.046
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.01-0.068	** 0.010-0.043	0.009-0.033	0.011-0.023
Location 8: Ban Som							
	NOx	ppm	≤ 0.17	<0.001-0.055	** 0.002-0.020	0.0019-0.0095	0.004-0.007
	SOx	mg/m ³	≤ 0.12	0.0018-0.0055	** 0.0004-0.007	0.0019-0.0026	0.009-0.019
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.022-0.074	** 0.014-0.102	0.025-0.051	0.017-0.027

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.01-0.038	** 0.005-0.038	0.012-0.039	0.033-0.085
WHA ESIE 2							
Location 1: Ban Map Lam Bid School							
	NOx	ppm	≤ 0.17	0.007-0.021	** <0.001-0.015	0.0063-0.0090	0.008-0.020
	SOx	mg/m ³	≤ 0.30	0.0024-0.011	** 0.003-0.008	0.0063-0.0076	0.0055-0.0126
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.062	** 0.024-0.039	0.023-0.048	0.029-0.063
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.007-0.039	** 0.015-0.023	0.012-0.024	0.010-0.035
Location 2: Industrial estate area							
	NOx	ppm	≤ 0.17	0.010-0.027	** 0.004-0.010	0.0089-0.0122	0.003-0.008
	SOx	mg/m ³	≤ 0.30	0.0017-0.0159	** 0.002-0.003	0.0066-0.0079	0.0010-0.0016
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.052	** 0.017-0.030	0.026-0.050	0.022-0.036
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.013-0.039	** 0.010-0.018	0.014-0.032	0.008-0.028
Location 3: Ban Map Lam Bid Moo. 7							
	NOx	ppm	≤ 0.17	0.002-0.013	** 0.003-0.010	0.0087-0.0108	0.005-0.014
	SOx	mg/m ³	≤ 0.30	0.0046-0.0084	** 0.008-0.009	0.0068-0.0076	0.0016-0.0050
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.120	** 0.025-0.039	0.018-0.041	0.021-0.080
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.007-0.079	** 0.014-0.024	0.008-0.024	0.015-0.032
Location 4: Khao Kan Song Moo. 3							
	NOx	ppm	≤ 0.17	0.004-0.017	** 0.002-0.009	0.0087-0.0109	0.007-0.013
	SOx	mg/m ³	≤ 0.30	0.0035-0.0101	** 0.005-0.011	0.0063-0.0081	0.0039-0.0181
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.031-0.089	** 0.033-0.093	0.028-0.045	0.023-0.056
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.018-0.075	** 0.029-0.048	0.009-0.020	0.013-0.032
Location 5: Chong Lom Temple							
	NOx	ppm	≤ 0.17	0.001-0.015	** 0.003-0.010	0.0078-0.0108	0.002-0.008
	SOx	mg/m ³	≤ 0.30	0.0024-0.0049	** 0.008-0.012	0.0090-0.0113	0.0013-0.0026
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.092	** 0.018-0.047	0.021-0.071	0.019-0.081
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.011-0.034	** 0.008-0.013	0.008-0.027	0.013-0.045
Location 6: Ban Map Kla Moo. 4							
	NOx	ppm	≤ 0.17	0.008-0.014	** 0.007-0.009	0.0090-0.0113	0.008-0.024
	SOx	mg/m ³	≤ 0.30	0.0052-0.0118	** 0.006-0.015	0.0066-0.0076	0.0013-0.0045
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.010-0.069	** 0.031-0.077	0.036-0.220	0.057-0.139
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.022-0.112	** 0.014-0.029	0.012-0.102	0.034-0.102
WHA ESIE 3							
Location 1: Ban Ta Jam School							
	NOx	ppm	≤ 0.17	-	-	0.0074-0.0229	<0.001-0.070
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0033	0.0254-0.1492
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.040-0.295	*** 0.210-0.790	0.041-0.092	0.110-0.280
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.020-0.086	*** 0.071-0.175	0.019-0.042	0.035-0.116
Location 2: Ta Jam Sub-District Hospital							
	NOx	ppm	≤ 0.17	-	-	0.0061-0.0206	<0.001-0.017
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0032	0.0072-0.0089
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.037-0.019	*** 0.039-0.061	0.023-0.061	0.046-0.074
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.078-0.036	*** 0.021-0.046	0.013-0.041	0.026-0.051
Location 3: Huay Mara Sub-District Hospital							
	NOx	ppm	≤ 0.17	-	-	0.0088-0.0184	<0.001-0.008
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0032	0.0081-0.0098
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.017-0.010	*** 0.043-0.129	0.032-0.090	0.032-0.073
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.061-0.029	***0.021-0.052	0.022-0.080	0.015-0.028
Location 4: Ban Meun Jit Sub-District Hospital							
	NOx	ppm	≤ 0.17	-	-	0.0083-0.0216	<0.001-0.006
	SOx	mg/m ³	≤ 0.30	-	-	0.0016-0.0033	0.0079-0.0097
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.011	***0.043-0.056	0.039-0.071	0.019-0.057

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.062-0.032	***0.020-0.030	0.020-0.045	0.013-0.039
Location 5: Raweng School							
	NOx	ppm	≤ 0.17	-	-	0.0073-0.0221	<0.001-0.008
	SOx	mg/m ³	≤ 0.30	-	-	0.0018-0.0034	0.0092-0.0121
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.044-0.014	***0.037-0.093	0.026-0.060	0.029-0.047
	PM ₁₀	mg/m ³	< 0.12	0.086-0.036	***0.020-0.041	0.011-0.028	0.018-0.039
Location 6: Chaloemraj Temple							
	NOx	ppm	≤ 0.17	-	-	0.0065-0.0194	<0.001-0.005
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0035	0.0087-0.0118
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.012	*** 0.028-0.050	0.031-0.059	0.030-0.063
	PM ₁₀	mg/m ³	< 0.12	0.058-0.033	***0.013-0.024	0.020-0.048	0.021-0.044
WHA ESIE 4							
Location 1: Ban Nikom Sans Ton Eng-main road							
	NOx	ppm	≤ 0.17	0.004-0.013	**0.003-0.009	0.0012-0.0109	0.002-0.009
	SOx	mg/m ³	≤ 0.30	0.0009-0.0032	**0.0113-0.0162	0.0008-0.0052	0.0034-0.0064
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.024-0.074	**0.022-0.036	0.023-0.055	0.031-0.063
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.012-0.030	**0.028-0.042	0.010-0.031	0.014-0.035
Location 2: Ban Nong Mapring							
	NOx	ppm	≤ 0.17	0.001-0.015	**0.005-0.010	0.0010-0.0093	0.003-0.026
	SOx	mg/m ³	≤ 0.30	0.002-0.0043	**0.0034-0.0063	0.0015-0.0050	0.0027-0.0037
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.024-0.072	**0.020-0.029	0.025-0.047	0.032-0.074
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.016-0.035	**0.028-0.038	0.012-0.032	0.019-0.040
Location 3: Mae Nam Ku Temple							
	NOx	ppm	≤ 0.17	0.001-0.022	**0.005-0.016	0.0030-0.0158	0.002-0.012
	SOx	mg/m ³	≤ 0.30	0.0022-0.0052	**0.0031-0.0042	0.0017-0.0062	0.0043-0.0052
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.013-0.032	**0.020-0.032	0.019-0.038	0.036-0.096
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.021-0.070	**0.028-0.040	0.008-0.028	0.018-0.047
Location 4: Ban Mae Nam Ku							
	NOx	ppm	≤ 0.17	0.008-0.044	**0.008-0.016	0.0027-0.0125	0.012-0.028
	SOx	mg/m ³	≤ 0.30	0.0037-0.0145	**0.0068-0.0168	0.0012-0.0077	0.0048-0.0085
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.021-0.077	**0.025-0.037	0.021-0.033	0.059-0.174
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.012-0.040	**0.043-0.077	0.009-0.011	0.028-0.057
WHA CIE1							
Location 1: Resident and commercial area within the industrial estate							
	NOx	ppm	≤ 0.17	0.006-0.018	**<0.001-0.028	0.0045-0.0129	0.010-0.011
	SOx	mg/m ³	≤ 0.30	0.0031-0.0047	**0.0026-0.0079	0.0019-0.0066	0.0128-0.0130
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.099-0.152	** 0.183-0.257	0.043-0.064	0.083-0.094
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	-	-	-	-
Location 2: Bo Win School							
	NOx	ppm	≤ 0.17	0.001-0.002	**<0.001-0.033	0.0015-0.0091	0.005-0.007
	SOx	mg/m ³	≤ 0.30	0.0029-0.0032	**0.0055-0.0086	0.0011-0.0075	0.0104-0.0156
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.085-0.205	**0.132-0.161	0.021-0.026	0.071-0.128
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	-	-	-	-
Location 3: Pan Saded Nok Temple							
	NOx	ppm	≤ 0.17	0.001	**0.0060-0.0580	0.0041-0.0111	0.009-0.013
	SOx	mg/m ³	≤ 0.30	0.0025-0.0026	**0.0037-0.0081	0.0010-0.0055	0.0327-0.0369
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.032-0.044	**0.157-0.167	0.026-0.032	0.066-0.082
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	-	-	-	0.028-0.043
WHA CIE2							
Location 1: Hoobon Sub-District Hospital							
	NOx	ppm	≤ 0.17	0.001-0.004	**<0.001-0.032	0.0041-0.0142	0.007-0.009
	SOx	mg/m ³	≤ 0.30	0.0011-0.0029	**0.0026-0.0037	0.0008-0.0058	0.0041-0.0056
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.022-0.057	**0.044-0.064	0.038-0.068	0.066-0.084

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.013-0.025	**0.031-0.057	0.018-0.041	0.038-0.046
Location 2: Khao Hin Lad Temple							
	NOx	ppm	≤ 0.17	0.001-0.004	**<0.001-0.007	0.0026-0.0100	0.004-0.008
	SOx	mg/m ³	≤ 0.30	0.0014-0.0024	**0.0037-0.0217	0.0010-0.0076	0.0042-0.0059
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	**0.041-0.082	**0.041-0.082	0.029-0.057	0.036-0.085
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.012-0.019	**0.030-0.057	0.016-0.042	0.028-0.039
Location 3: Khao Kan Song Moo.3 Community							
	NOx	ppm	≤ 0.17	0.001-0.004	**<0.001-0.008	0.0016-0.0151	0.008-0.011
	SOx	mg/m ³	≤ 0.30	0.0039-0.0054	**0.0003-0.0058	0.0010-0.0050	0.0025-0.0031
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.021-0.073	**0.080-0.135	0.031-0.066	0.048-0.068
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.008-0.028	**0.045-0.069	0.015-0.044	0.026-0.033
Location 4: Siri Anusorn Community							
	NOx	ppm	≤ 0.17	0.004-0.007	**<0.001-0.035	0.0036-0.0153	0.011-0.015
	SOx	mg/m ³	≤ 0.30	0.0120-0.0130	**0.0173-0.0212	0.0010-0.0093	0.0018-0.0036
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.050	**0.048-0.096	0.034-0.085	0.064-0.101
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.004-0.007	** 0.028-0.048	0.019-0.041	0.037-0.046
WHA EIE							
Location 1: WHA EIE office							
	NOx	ppm	≤ 0.17	0.010-0.030	<0.001-0.018	0.0015-0.0087	<0.001-0.042
	SOx	mg/m ³	≤ 0.30	0.0006-0.0007	0.0004-0.0014	0.0050-0.0060	0.0063-0.0085
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.037-0.083	0.016-0.029	0.016-0.049	0.093-0.128
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.019-0.038	0.020-0.047	0.035-0.086	0.045-0.081
Location 2: Nong Fab Temple							
	NOx	ppm	≤ 0.17	0.016-0.025	**<0.001-0.033	0.0012-0.0088	<0.001-0.006
	SOx	mg/m ³	≤ 0.30	0.005-0.007	**0.0046-0.0059	0.0042-0.0052	0.0059-0.0091
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.046-0.097	**0.023-0.042	0.030-0.045	0.106-0.138
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.023-0.042	**0.038-0.065	0.052-0.081	0.065-0.092
Location 3: Map Chalud Temple							
	NOx	ppm	≤ 0.17	0.009-0.028	**<0.001-0.017	0.0018-0.0117	<0.001-0.015
	SOx	mg/m ³	≤ 0.30	0.003-0.005	**0.0014-0.0026	0.0047-0.0052	0.0060-0.0062
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.040-0.089	**0.02-0.072	0.014-0.028	0.094-0.146
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.024-0.055	**0.035-0.101	0.057-0.090	0.044-0.067
WHA RIL							
Location 1: WHA RIL office							
	NOx	ppm	≤ 0.17	0.001-0.047	**<0.001-0.041	0.0060-0.0173	0.002-0.019
	SOx	mg/m ³	≤ 0.30	0.001-0.005	**0.002-0.006	0.0009-0.0032	0.002-0.021
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.024-0.061	**0.013-0.039	0.024-0.052	0.030-0.066
	PM10	mg/m ³	< 0.12	0.014-0.034	**0.023-0.061	0.040-0.078	0.010-0.030
Location 2: Ban Sam Yak Community							
	NOx	ppm	≤ 0.17	<0.001-0.055	**<0.001-0.026	0.0009-0.0032	0.004-0.011
	SOx	mg/m ³	≤ 0.30	<0.001-0.004	**<0.001-0.009	0.0011-0.0034	0.004-0.011
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.019-0.070	**0.018-0.048	0.028-0.071	0.025-0.057
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.013-0.040	**0.030-0.066	0.034-0.061	0.014-0.035
Location 3: Nong La Lok Community							
	NOx	ppm	≤ 0.17	0.001-0.044	**<0.001-0.008	0.0024-0.0153	0.001-0.029
	SOx	mg/m ³	≤ 0.30	<0.001-0.004	**0.003-0.008	0.0011-0.0031	0.004-0.010
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.018-0.060	**0.015-0.031	0.018-0.052	0.040-0.089
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.010-0.23	**0.031-0.054	0.028-0.071	0.020-0.034
Location 4: Ban Klong Nam Yen Community							
	NOx	ppm	≤ 0.17	<0.001-0.036	**<0.001-0.032	0.0061-0.0145	0.001-0.009
	SOx	mg/m ³	≤ 0.30	0.002-0.005	**0.001-0.008	0.0009-0.0032	0.003-0.014
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.029-0.051	**0.014-0.088	0.022-0.047	0.032-0.056

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.012-0.024	**0.031-0.125	0.033-0.066	0.014-0.035
WHA SIL							
Location 1: WHA SIL office							
	NOx	ppm	≤ 0.17	0.002-0.027	**<0.001-0.020	0.0075-0.0132	0.003-0.040
	SOx	mg/m ³	≤ 0.30	<0.001-0.006	**0.002-0.003	0.0016-0.0045	<0.001-0.008
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.042-0.088	**0.016-0.021	0.030-0.147	0.083-0.111
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.026-0.057	**0.030-0.038	0.019-0.054	0.040-0.063
Location 2: Nong Pla Mo School							
	NOx	ppm	≤ 0.17	0.002-0.024	**0.002-0.018	0.0031-0.0056	0.002-0.029
	SOx	mg/m ³	≤ 0.30	<0.001-0.002	**0.002-0.005	0.0016-0.0035	<0.001-0.003
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.025-0.150	**0.026-0.053	0.030-0.051	0.101-0.167
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.015-0.081	**0.058-0.141	0.014-0.035	0.049-0.082
Location 3: Bua Loi Klang School							
	NOx	ppm	≤ 0.17	<0.001-0.041	**0.003-0.017	0.0038-0.0070	<0.001-0.032
	SOx	mg/m ³	≤ 0.30	<0.001-0.005	**0.001-0.005	0.0016-0.0034	<0.001-0.002
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.103	**0.014-0.023	0.031-0.055	0.052-0.096
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.016-0.068	**0.043-0.063	0.019-0.029	0.024-0.053
Location 4: Ban Mai Tung Din Khor School							
	NOx	ppm	≤ 0.17	0.001-0.029	**0.001-0.017	0.0050-0.0104	0.002-0.029
	SOx	mg/m ³	≤ 0.30	<0.001-0.003	**0.002-0.005	0.0016-0.0038	0.001-0.009
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.018-0.100	**0.017-0.026	0.030-0.068	0.067-0.101
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.012-0.066	**0.034-0.060	0.016-0.031	0.031-0.056

Note: **Data from WHAID, ***Data from WHAUP

Biodiversity

GRI Standard	Performance	Unit	2020	2021	2022	2023	
S&P CSA	Biodiversity Exposure & Assessment						
	Total number of sites and the total area used for operational activities	Number	N/A	11	11	11	11
		Area (Hectares)	N/A	7,200.3056	7,200.3056	7,200.3056	7,200.3056
	Total number of sites and total area for operational activities that have conducted biodiversity impact assessments in past 5 years	Number	N/A	11	11	11	11
		Area (Hectares)	N/A	7,200.3056	7,200.3056	7,200.3056	7,200.3056
	Total number of sites and total area of sites assessed in past 5 years are in close proximity to critical biodiversity	Number	N/A	2	2	2	2
		Area (Hectares)	N/A	1,532.39	1,532.39	1,532.39	1,532.39
	Total number of sites, in close proximity to critical biodiversity, that have biodiversity management plan	Number	N/A	2	2	2	2
Area (Hectares)		N/A	1,532.39	1,532.39	1,532.39	1,532.39	

Environmental Compliance

GRI Standard	Performance	Unit	2020	2021	2022	2023
307-1	Non-compliance with environmental laws and regulations					
	Total number of violations of legal obligations/regulations	Cases	0	0	0	0
	- Significant fines	Baht	0	0	0	0
	- Non-monetary sanctions	Cases	0	0	0	0
	- Case brought through dispute resolution mechanisms	Cases	0	0	0	0

SOCIAL PERFORMANCE

Employment

GRI Standard	Performance	Unit	2020		2021		2022		2023		
			Male	Female	Male	Female	Male	Female	Male	Female	
2-7	Total number of employee	Person	613		615		732		796		
			395	218	390	225	458	274	506	290	
			Thailand	395	218	390	225	427	251	470	265
	Vietnam	N/A	N/A	N/A	N/A	31	23	36	25		
	Total employee by age group										
	Below 30 years old	Person	75	35	78	42	79	45	84	39	
		% FTEs	20.11	14.77	21.43	16.28	17.25	16.42	16.60	13.45	
	30-50 years old	Person	263	148	258	155	318	197	356	219	
		% FTEs	70.51	62.45	70.88	60.08	69.43	71.90	70.35	75.52	
	Over 50 years old	Person	35	54	28	61	61	32	66	32	
		% FTEs	9.38	22.78	7.69	23.64	13.32	11.68	13.04	11.03	
	Total employee by level										
	All Management Position										
	Thailand	Person	94	96	97	99	111	110	132	136	
	Vietnam		N/A	N/A	N/A	N/A	9	10	9	10	
	Total number of management		196	240	178	190	196	240	141	146	
			190		196		240		287		
	Top Management										
	Thailand	Person	25	18	25	16	27	16	23	15	
	Vietnam		N/A	N/A	N/A	N/A	0	1	1	1	
	Total top management		25	18	25	16	27	17	24	16	
		43		41		44		40			
Middle Management											
Thailand	Person	53	57	53	62	63	66	72	81		
Vietnam		N/A	N/A	N/A	N/A	7	8	6	6		
Total middle management		53	57	53	62	70	74	78	87		
		110		115		144		165			
Junior Management											
Thailand	Person	16	21	19	21	21	28	37	40		
Vietnam		N/A	N/A	N/A	N/A	2	1	2	3		
Total junior management		16	21	19	21	23	29	39	43		
		37		40		52		82			
Staff											
Thailand	Person	301	122	293	126	316	141	325	125		
Vietnam		N/A	N/A	N/A	N/A	22	13	27	15		
Total staff		301	122	293	126	338	154	352	140		
		423		419		492		492			
Total employee by employment type											
Permanent employee by region											
Thailand	Person	386	215	387	224	423	247	457	261		
Vietnam		N/A	N/A	N/A	N/A	31	23	36	25		
Total permanent employee		386	215	387	224	454	270	493	286		
		601		611		724		779			
Temporary employee by region											
Thailand	Person	9	3	3	1	4	4	13	4		
Vietnam		0	0	0	0	0	0	0	0		
Total temporary employee		9	3	3	1	4	4	13	4		
		12		4		8		17			
Non-guaranteed hours employee by region											
Thailand	Person	0	0	0	0	0	0	0	0		
Vietnam		0	0	0	0	0	0	0	0		
Total Non-guaranteed hours employee		0	0	0	0	0	0	0	0		
Full-time employee by region											
Thailand	Person	395	218	390	225	427	251	470	265		
Vietnam		N/A	N/A	N/A	N/A	31	23	36	25		
Total full-time employee		395	218	390	225	458	274	506	290		

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
			613		615		732		796	
	Part-time employee by region									
	Thailand	Person	0	0	0	0	0	0	0	0
	Vietnam		0	0	0	0	0	0	0	0
	Total part-time employee		0	0	0	0	0	0	0	0
			0		0		0		0	

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	New employee hires									
	Total number of new employee hires	Person	59	34	44	34	73	54	84	45
			93		78		127		129	
	New hire rate	% of total employee	15.12		12.68		17.35		16.21	
	Open positions filled by internal candidate (internal hires)	%	11.86		11.54		9.17		1.72	
	Average Hiring Cost/ FTE	Baht	8,200.00		9,300.00		19,032.51		21,750.00	
	New employee hires by region									
	Thailand	Person	59	34	44	34	72	48	77	40
		% of total employee	9.62	5.55	7.15	5.53	9.84	6.56	9.67	5.03
	Vietnam	Person	N/A	N/A	N/A	N/A	1	6	7	5
		% of total employee	N/A	N/A	N/A	N/A	0.14	0.82	0.88	0.63
	New employee hires by nationality									
	Thai	Person	N/A	N/A	N/A	N/A	72	48	78	40
		% of total employee	N/A	N/A	N/A	N/A	9.84	6.56	9.80	5.03
	Vietnamese	Person	N/A	N/A	N/A	N/A	1	6	6	5
		% of total employee	N/A	N/A	N/A	N/A	0.14	0.82	0.75	0.63
	American	Person	N/A	N/A	N/A	N/A	0	0	0	0
		% of total employee	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00
	Canadian	Person	N/A	N/A	N/A	N/A	0	0	0	0
		% of total employee	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00
	French	Person	N/A	N/A	N/A	N/A	0	0	0	0
		% of total employee	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00
	Japanese	Person	N/A	N/A	N/A	N/A	0	0	0	0
		% of total employee	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00
	New employee hires by management level									
	Top Management									
	Thailand	Person	4	4	4	3	4	2	0	0
% of total employee		0.65	0.65	0.65	0.49	0.55	0.27	0.00	0.00	
Vietnam	Person	N/A	N/A	N/A	N/A	0	0	0	0	
	% of total employee	N/A	N/A	N/A	N/A	0	0	0.00	0.00	
Middle Management										
Thailand	Person	4	8	7	9	13	9	19	10	
	% of total employee	0.65	1.31	1.14	1.46	1.78	1.23	2.39	1.26	
Vietnam	Person	N/A	N/A	N/A	N/A	0	1	1	0	
	% of total employee	N/A	N/A	N/A	N/A	0	0.14	0.13	0.00	
Junior/ Low level Management										
Thailand	Person	2	2	5	1	9	10	8	8	
	% of total employee	0.33	0.33	0.81	0.16	1.23	1.37	1.01	1.01	
Vietnam	Person	N/A	N/A	N/A	N/A	0	1	1	1	
	% of total employee	N/A	N/A	N/A	N/A	0	0.14	0.13	0.13	
New employee by age										
Below 30 years old	Person	29	14	21	17	26	21	30	17	
	% of total employee	4.73	2.28	3.41	2.76	3.55	2.87	3.77	2.14	
Thailand	Person	29	14	21	17	26	18	29	14	
Vietnam		N/A	N/A	N/A	N/A	0	3	1	3	
30-50 years old	Person	40	22	23	20	46	33	53	28	
	% of total employee	4.89	3.26	3.74	2.60	6.28	4.51	6.66	3.52	

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Thailand	Person	30	20	23	16	45	30	47	26
	Vietnam		N/A	N/A	N/A	N/A	1	3	6	2
	Over 50 years old	Person	0	0	0	1	1	0	1	0
		% of total employee	0	0	0	0.15	0.14	0.00	0.13	0.00
	Thailand	Persons	0	0	0	1	1	0	1	0
	Vietnam		N/A	N/A	N/A	N/A	0	0	0	0
Turnover rate										
	Total employee turnover	Person	25	10	25	22	24	22	26	22
			35	47	46	48				
	Dismissal of Employee	Person	0	0	0	0	0	0	0	0
	Voluntary Leave	Person	25	10	25	22	24	22	26	22
	Turnover rate	% of total employee	5.82		7.69		6.35		6.16	
	Voluntary employee turnover	% of total employee	5.82		7.69		6.35		6.16	
	Data coverage (as % of all FTEs globally)	%	100		100		100		100	
Employee turnover by region										
	Thailand	Person	22	10	25	19	23	21	24	20
		% of total employee	3.59	1.63	4.07	3.09	3.14	2.87	5.25	7.66
	Vietnam	Person	N/A	N/A	N/A	N/A	1	1	2	2
		% of total employee	N/A	N/A	N/A	N/A	0.14	0.14	5.56	8.00
Employee turnover by age										
	Below 30 years old	Person	4	2	4	9	5	5	11	9
		% of total employee	0.65	0.33	0.65	1.46	0.68	0.68	1.38	1.13
	30-50 years old	Person	18	8	20	13	18	17	13	12
		% of total employee	2.94	1.31	3.25	2.11	2.46	2.32	1.63	1.51
	Over 50 years old	Person	3	0	1	0	1	0	2	1
		% of total employee	0.49	0.00	0.16	0.00	0.14	0.00	0.25	0.13
Turnover by management level										
Top Management										
	Thailand	Person	1	0	2	2	1	1	1	0
		% of total employee	0.16	0.00	0.33	0.33	0.14	0.14	0.13	0
	Vietnam	Person	N/A	N/A	N/A	N/A	0	0	0	0
		% of total employee	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00
Middle Management										
	Thailand	Person	5	2	7	3	4	6	4	3
		% of total employee	0.82	0.33	1.14	0.49	0.55	0.82	0.50	0.38
	Vietnam	Person	N/A	N/A	N/A	N/A	1	0	0	1
		% of total employee	N/A	N/A	N/A	N/A	0.14	0.00	0.00	0.13
Junior/ Low level Management										
	Thailand	Person	3	1	2	1	3	2	2	4
		% of total employee	0.49	0.16	0.33	0.16	0.41	0.27	0.25	0.50
	Vietnam	Person	N/A	N/A	N/A	N/A	0	0	0	1
		% of total employee	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.13

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Employee training									
	Total number of training hours provided to employee	Hours	5,860		17,646		18,798		21,373	
			3,987	1,873	10,450	7,196	11,383	7,415	12,948	8,789
	Average hours of training and development	Hours/FTE/Year	9.56		28.69		25.68		27.31	
			10.30	8.75	27.00	31.12	26.66	29.54	25.59	30.31
	Average amount spent on FTE on training and development	Baht	3,523.17		2,766.48		9,520.85		13,365.47	
			3,838.37	2,953.14	2,326.27	3,527.62	8,847.43	12,714.80	12,545.68	14,795.87
	Total number of training hours provided to employee by business units									
	WHA Industrial Development	Hours	935	864	5,527	4,079	5,007	3,692	8,796	16,095
	WHA Utilities and Power		2,187	276	3,145	726	3,443	924	10,379	10,792
	WHA Logistics		832	730	1,600	2,360	2,472	2,638	25,928	16,407
	WHA Digital Platform		33	3	178	31	459	158	28,486	3,322
	Average training hours by business units									
	WHA Industrial Development	Hours	4.35	7.00	27.77	36.75	29.84	36.51	25.75	30.45
	WHA Utilities and Power		20.63	12.00	25.99	23.41	30.41	31.67	26.48	30.83
	WHA Logistics		16.00	11.22	28.57	29.13	38.62	29.31	28.65	34.22
	WHA Digital Platform		2.36	1.50	16.21	30.96	38.25	39.50	21.37	18.14
	Average hours of training by employee category									
	Total number of executives	Person	43		41		44		40	
	Total number of training hours provided to executives	Hours	225.00		803.77		2,026.00		905.50	
	Average hours of training for executives	Hours	5.23		19.60		46.05		23.83	
	Total number of middle management	Person	110		115		144		165	
	Total number of training hours provided to middle management	Hours	1,711.00		3,905.94		7,564.50		5,149.50	
	Average hours of training for middle management	Hours	15.55		33.96		52.53		33.66	
	Total number of junior management	Person	37		40		52		82	
	Total number of training hours provided to junior management	Hours	388.00		1,539.38		232.00		2,213.50	
	Average hours of training for middle management	Hours	10.49		38.48		4.46		36.89	
	Total number of staff	Person	423		419		492		492	
	Total number of training hours provided to staffs	Hours	3,535.50		11,396.88		8,975.00		12,319.00	
	Average hours of training for staffs	Hours	8.36		27.20		18.24		26.38	
	Average hours of training by age group									
	Below 30 years old	Hours/FTE/Year	-	-	-	-	19.18	26.44	26.33	30.14
	30-50 years old		-	-	-	-	27.16	17.06	28.20	33.92
	Over 50 years old		-	-	-	-	20.18	17.06	28.16	28.26
	Average hours of training by training type									
	In-house training	Hours/FTE/Year	-	-	-	-	22.00	25.00	25.71	30.87
	Public training		-	-	-	-	3.00	2.00	1.07	1.11
	Average hours of training by nationality									
	Thai	Hours/FTE/Year	-	-	-	-	26.66	29.54	26.82	31.98
	Others		-	-	-	-	0.00	0.00	26.79	31.98
Human Capital Return on Investment										
Human Capital Return on Investment (Normalized Basis)	Times	10.45		11.49		12.25		13.33		

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Human Capital Return on Investment (Reported Basis)	Times	10.49		11.78		12.25		13.34	
401-3	Parental leave									
	Employee that were entitled to parental leave	Person	-	218	-	225	-	274	-	286
	WHA Industrial Development		-	114	-	111	-	143	-	148
	WHA Utilities and Power		-	23	-	31	-	37	-	37
	WHA Logistics		-	76	-	81	-	90	-	94
	WHA Digital		-	5	-	2	-	4	-	7
	Total employee that took parental leave	Person	-	5	-	1	-	7	-	6
	WHA Industrial Development		-	0	-	0	-	3	-	5
	WHA Utilities and Power		-	1	-	0	-	0	-	0
	WHA Logistics		-	4	-	1	-	4	-	1
	WHA Digital		-	0	-	0	-	0	-	0
	Total employee that returned to work in the reporting period after parental leave ended	Person	-	5	-	1	-	7	-	6
	WHA Industrial Development		-	0	-	0	-	3	-	5
	WHA Utilities and Power		-	1	-	0	-	0	-	0
	WHA Logistics		-	4	-	1	-	4	-	1
	WHA Digital		-	0	-	0	-	0	-	0
	Total employee that returned to work after parental leave ended that were still employed 12 months after their return to work	Person	-	5	-	1	-	7	-	6
	WHA Industrial Development		-	0	-	0	-	3	-	5
	WHA Utilities and Power		-	1	-	0	-	0	-	0
	WHA Logistics		-	4	-	1	-	4	-	1
	WHA Digital		-	0	-	0	-	0	-	0
	Total return to work rate	%	-	100	-	100	-	100	-	100
	WHA Industrial Development		-	-	-	-	-	100	-	100
WHA Utilities and Power	-		100	-	-	-	-	-	-	
WHA Logistics	-		100	-	100	-	100	-	100	
WHA Digital	-		-	-	-	-	-	-	-	
Total retention rate	%	-	100	-	100	-	100	-	100	
WHA Industrial Development		-	-	-	-	-	100	-	100	
WHA Utilities and Power		-	100	-	-	-	-	-	-	
WHA Logistics		-	100	-	100	-	100	-	100	
WHA Digital		-	-	-	-	-	-	-	-	
404-3	Employees receiving regular performance and career development reviews									
	Total number of employee receiving regular performance and career development reviews by gender	Person	395	218	390	225	454	270	493	286
		%	100.00	100.00	100.00	100.00	99.13	98.54	97.43	98.62
	Performance review by employee category									
	Total number of executives who received regular performance and career development reviews	Person	43		41		44		40	
	WHA Industrial Development		20		19		20		18	
	WHA Utilities & Power		8		7		8		7	
	WHA Logistics		14		14		15		14	
	WHA Digital		1		1		1		1	
	Percentage of executive receiving regular	%	100		100		100		100	

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	performance and career development reviews by employee category									
	Total number of middle management who received regular performance and career development reviews	Person	110		115		138		165	
	WHA Industrial Development		55		51		63		73	
	WHA Utilities & Power		11		17		24		26	
	WHA Logistics		43		45		49		61	
	WHA Digital		1		2		2		5	
	Percentage of middle management who received regular performance and career development reviews	%	100		100		95.83		100.00	
	Total number of junior management who received regular performance and career development reviews	person	37		40		50		82	
	WHA Industrial Development		14		14		21		39	
	WHA Utilities & Power		6		8		8		14	
	WHA Logistics		17		17		20		27	
	WHA Digital		0		1		1		2	
	Percentage of junior management who received regular performance and career development reviews	%	100		100		96.15		100.00	
	Total number of staffs who received regular performance and career development reviews	Person	423		419		492		492	
	WHA Industrial Development		232		226		269		267	
	WHA Utilities & Power		104		120		141		147	
	WHA Logistics		61		62		70		64	
	WHA Digital Platform		26		11		12		14	
	Percentage of staffs who received regular performance and career development reviews	%	100		100		100		100.00	
Trend of Employee Engagement										
	Employee Engagement	% of actively engaged employee	87		68		75		73	
	Employee Engagement Target 2023		75							
	Data Coverage	% of total employee	90		93		99		99	
	Data Coverage Target 2023		100							

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

Labor Practice Indicator

GRI Standard	Performance	Unit	2020		2021		2022		2023		
			Male	Female	Male	Female	Male	Female	Male	Female	
405-1	Total number of governance bodies members	Person	9	1	8	1	9	1	7	1	
	WHA Industrial Development	Person	3	0	3	0	3	0	2	0	
	WHA Utilities and Power		2	0	2	0	3	0	3	0	
	WHA Logistics		4	1	3	1	3	1	2	1	
	WHA Digital Platform		0	0	0	0	0	0	0	0	
	Diversity of governance bodies by gender	%	90.00	10.00	88.89	11.11	90.00	10.00	87.50	12.50	
	Diversity of governance bodies by age group										
	Below 30 years old	Person	0	0	0	0	0	0	0	0	
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	30-50 years old	Person	7	4	3	3	3	3	3	3	
		%	70.00	40.00	30.00	30.00	30.00	30.00	37.50	37.50	
	Over 50 years old	Person	3	6	7	5	7	5	5	5	
		%	30.00	60.00	70.00	70.00	70.00	70.00	62.50	62.50	
	Diversity of total workforce by age group										
	Below 30 years old	Person	75	35	78	42	79	45	84	39	
		% FTEs	18.99	16.06	20.00	18.67	17.25	16.42	10.55	4.90	
	30-50 years old	Person	263	148	258	155	318	197	356	219	
		% FTEs	66.58	67.89	66.15	68.89	69.43	71.90	44.72	27.51	
	Over 50 years old	Person	57	35	54	28	61	32	66	32	
		% FTEs	14.43	16.06	13.85	12.44	13.32	11.68	8.29	4.02	
	Diversity of employee by gender										
	Top management	Person	25	18	25	16	27	17	24	16	
		% FTEs	58.14	41.86	60.98	39.02	61.36	38.64	3.02	2.01	
	Middle management	Person	53	57	53	62	70	74	78	87	
		% FTEs	48.18	51.82	46.09	53.91	48.61	51.39	9.80	10.93	
Junior management	Person	16	21	19	21	23	29	39	43		
	% FTEs	43.24	56.76	47.50	52.50	44.23	55.77	4.90	5.40		
Staff	Person	301	122	293	126	338	154	352	140		
	% FTEs	71.16	28.84	69.93	30.07	68.70	31.30	44.22	17.59		
Diversity of employee by level and age group											
Top management											
Below 30 years old	Person	0	0	0	0	0	0	0	0		
	% FTEs	0	0	0	0	0	0	0	0		
30-50 years old	Person	32	23	26	23	26	23	23	23		
	% FTEs	74.42	56.10	59.09	8.01	59.09	8.01	8.01	8.01		
>50 years old	Person	11	18	18	15	18	15	15	15		
	% FTEs	25.58	43.90	40.91	5.23	40.91	5.23	5.23	5.23		
Total of top management	Person	43	41	44	38	44	38	38	38		
Middle management											
Below 30 years old	Person	3	3	1	0	3	0	0	0		
	% FTEs	2.78	2.61	0.69	0	0.69	0	0	0		
30-50 years old	Persons	89	93	120	132	120	132	132	132		
	% FTEs	82.41	80.87	83.33	45.99	83.33	45.99	45.99	45.99		
>50 years old	Person	16	19	23	21	23	21	21	21		
	% FTEs	14.81	16.52	15.97	7.32	15.97	7.32	7.32	7.32		
Total of middle management	Person	108	115	144	153	144	153	153	153		
Junior management											
Below 30 years old	Person	1	3	2	0	2	0	0	0		
	% FTEs	3.13	7.50	3.85	0	3.85	0	0	0		
30-50 years old	Person	27	33	47	70	47	70	70	70		
	% FTEs	84.38	82.50	90.38	24.39	90.38	24.39	24.39	24.39		
>50 years old	Person	4	4	3	7	3	7	7	7		
	% FTEs	12.50	10.00	5.77	2.44	5.77	2.44	2.44	2.44		
Total of junior management	Person	32	40	52	77	52	77	77	77		

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Staff									
	Below 30 years old	Person	120		114		121		111	
		% FTEs	27.91		27.21		24.59		13.94	
	30-50 years old	Person	272		264		322		294	
		% FTEs	63.26		63.01		65.45		36.93	
	Over 50 years old	Person	38		41		49		45	
		% FTEs	8.84		9.79		9.96		5.65	
	Total of staff	Person	430		419		492		450	
	Share of women in total workforce									
	Share of women in total workforce	Person	0	218	0	225	0	274	0	290
	Share of women in total workforce	% of total workforce	0	35.40	0	36.59	0	37.43	0	36.43
	Target 2023	%	40							
	Share of women in all management positions, including junior, middle and top management	Person	0	96	0	99	0	124	0	146
	Share of women in all management positions, including junior, middle and top management	% of total management positions	0	50.53	0	50.51	0	51.67	0	50.87
	Target 2023	%	55							
	Share of women in junior management positions, i.e. first level of management	Person	0	21	0	21	0	25	0	43
	Share of women in junior management positions, i.e. first level of management	% of total junior management positions	0	56.76	0	52.50	0	48.08	0	52.44
	Target 2023	%	55							
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	Person	0	17	0	15	0	16	0	16
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	% of total top management positions	0	39.53	0	36.59	0	36.36	0	40.00
	Target 2023	%	45							
	Share of women in management positions in revenue-generating functions (e.g. sales)	Person	0	20	0	21	0	24	0	32
	Share of women in management positions in revenue-generating functions (e.g. sales)	% of all such managers (i.e. excluding support functions such as HR, IT, Legal etc.)	0	62.50	0	53.85	0	48.00	0	56.14
	Target 2023	%	50							
	Share of women in STEM-related positions	Person	0	88	0	87	0	97	0	106
	Share of women in STEM-related positions	% of total STEM positions	0	51.46	0	53.37	0	54.19	0	60.57
	Target 2023	%	55							
	Breakdown based on Nationality: Thailand									
	Share in total workforce	Person	392	217	386	225	423	251	472	265
	Share in total workforce	% of total workforce	63.95	35.40	62.76	36.59	57.79	34.29	59.30	33.29

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Share in all management positions, including junior, middle and senior management	Person	94	96	97	99	111	110	132	136
	Share in all management positions, including junior, middle and senior management	% of total management workforce	15.33	15.66	15.77	16.10	15.16	15.03	45.99	47.39
	Breakdown based on Nationality: Others									
	Share in total workforce (American)	Person	1	0	1	0	1	0	0	0
		% of total workforce	0.16	0	0.16	0	0.14	0	0	0
	Share in all management positions, including junior, middle and senior management (American)	Person	1	0	1	0	1	0	0	0
		% of total management workforce	0.53	0	0.51	0	0.42	0	0	0
	Share in total workforce (Canadian)	Person	1	0	1	0	1	0	1	0
		% of total workforce	0.16	0	0.16	0	0.14	0	0.13	0
	Share in all management positions, including junior, middle and senior management (Canadian)	Person	1	0	1	0	1	0	1	0
		% of total management workforce	0.53	0	0.51	0	0.42	0	0.35	0
	Share in total workforce (French)	Person	1	0	1	0	1	0	1	0
		% of total workforce	0.16	0	0.16	0	0.14	0	0.13	0
	Share in all management positions, including junior, middle and senior management (French)	Person	1	0	1	0	1	0	1	0
		% of total management workforce	0.53	0	0.51	0	0.42	0	0.35	0
	Share in total workforce (Vietnamese)	Person	0	1	0	0	31	23	33	25
		% of total workforce	0	0.16	0	0	4.23	3.14	4.15	3.14
	Share in all management positions, including junior, middle and senior management (Vietnamese)	Person	0	1	0	0	0	1	7.00	10
		% of total management workforce	0	0.53	0	0	0	0.42	2.44	3.48
	Share in total workforce (Japanese)	Person	0	0	1	0	1	0	1	0
		% of total workforce	0	0	0.16	0	0.14	0	0.13	0
	Share in all management positions, including junior, middle and senior management (Japanese)	Person	0	0	1	0	1	0	1	0
		% of total management workforce	0	0	0.51	0	0.42	0	0.35	0
405-2	Ratio of basic salary and remuneration of women to men									
	Average pay for female to male executives	-	1.48		1.41		1.41		0.84	
	Average pay for female to male management	-	0.12		1.20		1.21		0.97	
	Average pay for female to male non-management	-	1.17		1.04		1.07		1.17	
	Equal pay analysis									
	Executive level (base salary only)	Average Baht/Person	405,000	270,000	444,000	320,000	541,000	370,000	321,000	289,200
	Executive level (base salary + other cash incentives)	Average Baht/Person	467,300	316,000	495,500	352,000	553,000	391,300	403,700	480,000

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Management level (base salary only)		98,900	97,000	94,500	110,080	81,200	111,250	78,000	73,000
	Management level (base salary + other cash incentives)		115,100	113,500	119,400	143,000	95,800	116,300	107,000	103,400
	Non-Management level (base salary only)		24,900	35,500	37,500	38,800	28,400	33,800	21,000	30,500
	Non-Management level (base salary + other cash incentives)		36,300	42,500	44,500	46,500	32,500	34,650	36,000	42,000

Collective Bargaining Agreements

GRI Standard	Performance	Unit	2020	2021	2022	2023
2-30	Freedom of Association					
	Percentage of total employee covered by collective bargaining agreements	% of total employee	100	100	100	100

Human Rights

GRI Standard	Performance	Unit	2020	2021	2022	2023
412-1	Operations that have been subjected to human rights review or impact assessments					
	Human Rights Assessment in Own Operations (including Joint Ventures with management control)					
	A. % of total assessed in Own Operation	Sites	-	11	11	11
		% of Sites	-	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Sites	-	11	11	11
		% of Sites	-	100	100	100
	C. % of total assessed (of B.) with mitigation actions taken	Sites	-	11	11	11
		% of Sites	-	100	100	100
	Human Rights Assessment in Contractors and Tier-1 Suppliers					
	A. % of total assessed in Contractors and Tier-1 Suppliers	Contractors and Tier-1 Suppliers	-	638	594	583
		% of Contractors and Tier-1 Suppliers	-	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Contractors and Tier-1 Suppliers	-	0	0	0
		% of Contractors and Tier-1 Suppliers	-	0	0	0
	C. % of total assessed (of B.) with mitigation actions taken	Contractors and Tier-1 Suppliers	-	0	0	0
		% of Contractors and Tier-1 Suppliers	-	0	0	0
	Human Rights Assessment in Joint Ventures (including stakes above 10%, and without management control)					
	A. % of total assessed in Contractors and Tier-1 Suppliers	Joint Ventures	-	32	32	32
		% of Joint Ventures	-	100	100	100
		Joint Ventures	-	0	0	0

	B. % of total assessed (of A.) where risks have been identified	% of Joint Ventures	-	0	0	0
	C. % of total assessed (of B.) with mitigation actions taken	Joint Ventures	-	0	0	0
		% of Joint Ventures	-	0	0	0
412-2	Employee training on human rights policies or procedures					
	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Hours	-	180	100	82
	% of employee trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	% of total workforce	-	100	100	100
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening					
	Total number of significant investment agreements and contracts	Number	-	-	-	-
	and percentage	%	-	-	-	-

Community Development

GRI Standard	Performance	Unit	2020	2021	2022	2023
413-1	Industrial estates with community engagement					
	Total number of industrial estate	Operation unit	10	10	11	12
	- Industrial estates involved with local community engagement	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Industrial estates involved with social impact assessment	Operation unit	10	10	10	12
		%	100.00	100.00	81.81	100
	- Industrial estates with environmental impact assessments and ongoing monitoring	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100
	- Industrial estates involved with public disclosure of results of environmental and social impact assessments	Operation unit	10	10	9	12
		%	100.00	100.00	81.81	100
	- Industrial estates involved with local community development programs based on local communities' needs	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100
	- Industrial estates involved with broad based local community consultation committees and processes that include vulnerable groups	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100
	- Industrial estates involved with works councils, occupational health and safety committees	Operation unit	10	10	11	12
%		100.00	100.00	100.00	100	
Type of Philanthropic Activities						
Total type of philanthropic activities	% of total cost	100.00	100.00	100.00	100	

GRI Standard	Performance	Unit	2020	2021	2022	2023
	A) Charitable Donations	% of total cost	26.51	29.10	25.39	20.05
	WHA Industrial Development		7.69	8.73	5.33	13.03
	WHA Utilities & Power		18.82	20.37	20.06	7.02
	WHA Logistics		0.00	0.00	0.00	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
	B) Community investment	% of total cost	18.64	32.46	24.61	21.23
	WHA Industrial Development		5.41	7.86	5.17	13.80
	WHA Utilities & Power		13.24	18.33	19.44	7.43
	WHA Logistics		0	6.27	0.00	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
	C) Community initiatives	% of total cost	54.85	38.44	50.00	58.71
	WHA Industrial Development		8.76	11.53	9.82	38.16
	WHA Utilities & Power		21.44	26.91	36.93	20.55
	WHA Logistics		24.66	0.00	3.26	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
Philanthropic Contributions						
	Total amount of Cash contributions	Baht	42,590,000.00	22,480,000.00	34,380,000.00	12,132,500.00
	WHA Industrial Development		9,310,000.00	6,320,000.00	6,980,000.00	7,886,125.00
	WHA Utilities & Power		22,780,000.00	14,470,000.00	26,280,000.00	4,246,375.00
	WHA Logistics		10,500,000.00	1,410,000.00	1,120,000.00	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
	Total amount of Time: employee volunteering during paid working hours	Baht	5,513,978.00	4,517,921.00	13,280,284.84	17,973,112.16
	WHA Industrial Development		2,864,822.00	1,016,989.00	7,241,091.11	8,914,920.47
	WHA Utilities & Power		1,227,781.00	2,372,974.00	3,928,824.00	5,608,926.00
	WHA Logistics		1,415,462.00	1,120,865.00	2,078,020.36	3,405,252.32
	WHA Digital Platform		5,913.00	7,094.00	32,349.38	44,013.38
	Total amount of In-kind giving: product or services donations, projects/partnerships or similar	Baht	588,975.00	43,497,315.00	46,134,952.72	36,643,400.00
	WHA Industrial Development		588,975.00	588,975.00	11,734,905.07	23,818,210.00
	WHA Utilities & Power		0.00	0.00	33,276,547.65	12,825,190.00
	WHA Logistics		0.00	42,908,340.00	1,123,500.00	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
	Total amount of Management overheads	Baht	5,194,328.00	5,632,153.00	7,748,222.06	11,159,840.81
	WHA Industrial Development		4,040,634.00	3,914,123.00	5,295,577.50	5,986,305
	WHA Utilities & Power		818,910.00	1,108,809.00	1,066,162.50	2,132,325
	WHA Logistics		302,535.00	609,221.00	1,304,849.25	2,959,578
	WHA Digital Platform		32,248.00	0.00	81,632.81	81,632.81

Occupational Health and Safety

GRI Standard	Performance	Unit	2020	2021	2022	2023
403-8	Number of worker who covered by an occupational health and safety management system					
	employee and worker who are not employee but whose work and/or workplace is controlled by the organization, who are covered by such a system;	%	100	100	100	100
	employee and worker who are not employee but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited		100	100	100	100
employee and worker who are not employee but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	-		-	-	-	
403-9	The number of hours worked					
	Employee	Hours	1,249,174	1,726,988	1,185,274	1,178,004
	WHA Industrial Development		686,329	1,188,194	583,743	594,368
	WHA Utilities & Power		333,189	320,746	444,553	511,938
	WHA Logistics		229,656	185,768	149,250	65,960
	WHA Digital Platform		-	32,280	7,728	5,738
	Contractor		1,043,095	1,045,239	8,345,341	7,415,504
	WHA Industrial Development		656,921	74,750	3,086,284	3,076,171
	WHA Utilities & Power		386,174	391,993	695,813	885,540
	WHA Logistics		-	578,496	4,461,919	3,410,663
	WHA Digital Platform		-	-	101,325	43,130
	Lost time injury frequency rate (LTIFR) – Employee					
	Employee	Case per 1,000,000 hours worked	0.00	1.16	1.61	0.00
	WHA Industrial Development		0.00	0.00	5.14	0.00
	WHA Utilities and Power		0.00	0.58	0.00	0.00
	WHA Logistics		0.00	0.58	0.00	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
	Data coverage	% of employee	100.00	100.00	100.00	100
	Lost time injury frequency rate (LTIFR) – Contractor					
	Contractor	Case per 1,000,000 hours worked	0.93	0.00	0.35	0.27
	WHA Industrial Development		0.00	0.00	0.32	0.27
	WHA Utilities and Power		0.93	0.00	1.44	0.00
	WHA Logistics		0.00	0.00	0.22	0.31
	WHA Digital Platform		0.00	0.00	0.00	0.00
	Data coverage	% of Contractor	100.00	100.00	100.00	100
	Number of high consequences work related injuries					
	Employee	Case/ 1,000,000 hours worked	0.00	0.00	0.00	0.00
	WHA Industrial Development		0.00	0.00	0.00	0.00
	WHA Utilities and Power		0.00	0.00	0.00	0.00
	WHA Logistics		0.00	0.00	0.00	0.00
	WHA Digital Platform		0.00	0.00	0.00	0.00
	Contractor		0.00	0.00	0.19	0.00
	WHA Industrial Development		0.00	0.00	0.29	0.00
WHA Utilities and Power	0.00		0.00	0.00	0.00	
WHA Logistics	0.00		0.00	0.00	0.00	
WHA Digital Platform	0.00		0.00	0.00	0.00	
Number of recordable work-related injuries						
Employee	Case	0	0	3	1	
WHA Industrial Development		0	0	3	0	
WHA Utilities and Power		0	1	0	1	
WHA Logistics		0	1	0	0	
WHA Digital Platform		0	0	0	0	
Contractor		0	1	3	2	
WHA Industrial Development		0	0	1	0	
WHA Utilities and Power		0	1	1	1	
WHA Logistics		0	0	1	1	

GRI Standard	Performance	Unit	2020	2021	2022	2023
	WHA Digital Platform		0	0	0	0
	Fatalities as a result of work-related injury					
	Employee	Person	0	0	0	0
	Contractor		0	0	0	0
	Absentee Rate as a result of work-related injury					
	Employee	% of total days scheduled	0	0	0	0
	Target 2023	% of total days scheduled	0			
	Data Coverage	% of employee	100	100	100	100
	Absentee Rate					
	Employees	% of total days scheduled	0.90	0.94	0.82	0.99
	Target 2023	% of total days scheduled	1.00			
	Data Coverage	% of employee	100	100	100	100
403-10	Fatalities as a result of work-related ill health					
	Employee	Person	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital Platform		0	0	0	0
	Contractor		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital Platform		0	0	0	0
	Number of recordable work-related ill health					
	Employee	Cases	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital Platform		0	0	0	0
	Contractor		0	0	0	2
	WHA Industrial Development		0	0	0	1
	WHA Utilities and Power		0	0	0	0
WHA Logistics	0		0	0	1	
WHA Digital Platform	0		0	0	0	