

## Performance Summary

### GOVERNANCE AND ECONOMIC PERFORMANCE

#### Economic Performance

GRI Standard	Performance	Unit	2022	2023	2024	2025
201-1	<b>Direct economic value generated and distributed</b>					
	Direct economic value generated					
	Revenue	Million Baht	15,568	17,015	14,342	18,232
	Economic Value distributed					
	Operating Cost	Million Baht	9,574	10,072	7,184	10,330
	Employee wages and benefits		871	1,046	1,209	1,441
	Annual dividend payment		2,098	2,499	2,749	2,849
	Payment to the government		546	581em	710	962
	Social investment		44	42	35	45
	Economic value retained	Million Baht	2,435	2,774	2,456	2,605
205-2	<b>Anti-corruption</b>					
	<b>Communication and training on anti-corruption policy to governance body members</b>					
	WHA Industrial Development	%	100	100	100	100
	WHA Utilities and Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Total amount of political contributions</b>					
	WHA Industrial Development	Million Baht	0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Communication and training on anti-corruption policy to employees</b>					
	WHA Industrial Development	%	100	100	100	100
	WHA Utilities and Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Communication on anti-corruption policy to business partners</b>					
	WHA Industrial Development	%	N/A	100	100	100
	WHA Utilities and Power		N/A	100	100	100
	WHA Logistics		N/A	100	100	100
WHA Digital	N/A		100	100	100	
205-3	<b>Anti-competitive practice</b>					
	Total amount of fines and settlements	Baht	0	0	0	0
	Total amount of fines and settlements	% of revenues	0	0	0	0
	<b>Confirmed Incidents of Corruption and Bribery</b>					
	Total number of confirmed incidents of corruption	Case	0	0	0	0
	Number of employees who were dismissed due to corruption	Person	0	0	0	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Case	0	0	0	0
	Business partners who were terminated or not renewed due to corruption	Number	0	0	0	0
	Public legal cases regarding corruption (public investigations, prosecution or close cases)	Case	0	0	0	0
	<b>Cost of fines related to corruption</b>					
	Cost of fines	Baht	0	0	0	0
	<b>Provisions for fines and settlements specified for ESG issues in audited accounts</b>					
	Provisions for fines	Baht	0	0	0	0
	<b>Violations of Business Ethics</b>					
	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
<b>Confirmed incidents of Discrimination or Harassment</b>						

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Total number of confirmed incidents of Discrimination or Harassment	Case	0	0	0	0
<b>Confirmed incidents of Conflicts of Interest</b>						
	Total number of confirmed incidents of Conflicts of Interest	Case	0	0	0	0
<b>Confirmed incidents of Conflicts of Money Laundering or Insider trading</b>						
	Total number of confirmed incidents of Money Laundering or Insider trading	Case	0	0	0	0
<b>Written/Digital Acknowledgement of codes of conduct</b>						
	<b>Employees</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Contractors/ Suppliers/ Service Providers</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development	%	100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Subsidiaries</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Joint Ventures (including stakes above 10%)</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development	%	100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
<b>Training Provided of codes of conduct</b>						
	<b>Employees</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Contractors/ Suppliers/ Service Providers</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital	%	100	100	100	100
	<b>Subsidiaries</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
	<b>Joint Ventures (including stakes above 10%)</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	WHA Industrial Development		100	100	100	100
	WHA Utilities & Power		100	100	100	100
	WHA Logistics		100	100	100	100
	WHA Digital		100	100	100	100
<b>206-1</b>	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Case	0	0	0	0

Supply Chain Management

GRI Standard	Performance	Unit	2022	2023	2024	2025
308-1	<b>Supplier Environmental Assessment</b>					
	<b>New suppliers that were screened using environmental criteria</b>					
	<b>New suppliers that were screened using environmental criteria</b>	Number	4	0	6	4
		%	100	0	100	100
	WHA Industrial Development	Number	0	0	3	1
	WHA Utilities and Power		4	0	3	2
	WHA Logistics		0	0	0	1
WHA Digital	0		0	0	0	
308-2	<b>Negative environmental impacts in the supply chain and actions taken</b>					
	<b>Number of suppliers assessed for environmental impacts</b>	Number	21	17	17	17
	WHA Industrial Development		5	4	4	7
	WHA Utilities and Power		14	12	12	7
	WHA Logistics		1	1	1	3
	WHA Digital		1	0	0	0
	<b>Number of suppliers identified as having significant actual and potential negative environmental impacts.</b>		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
WHA Digital	0		0	0	0	
414-1	<b>Supplier Social Assessment</b>					
	<b>New suppliers that were screened using social criteria</b>					
	<b>New suppliers that were screened using social criteria</b>	Number	4	0	6	4
		%	100	0	100	100
	WHA Industrial Development	Number	0	0	3	1
	WHA Utilities and Power		4	0	3	2
	WHA Logistics		0	0	0	1
WHA Digital	0		0	0	0	
414-2	<b>Negative social impacts in the supply chain and actions taken</b>					
	<b>Number of suppliers assessed for social impacts</b>	Number	21	17	17	17
	WHA Industrial Development		5	4	4	7
	WHA Utilities and Power		14	12	12	7
	WHA Logistics		1	1	1	3
	WHA Digital		1	0	0	0
	<b>Number of suppliers identified as having significant actual and potential negative social impacts.</b>		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
WHA Digital	0		0	0	0	
S&P CSA	<b>Total tier 1 supplier</b>					
	Absolute number of suppliers	Number	594	583	680	673
	Share of total procurement spent	%	100	100	100	100
	<b>Critical tier 1 suppliers</b>					
	Absolute number of suppliers	Number	21	17	17	17
	Share of total procurement spent	%	81	80	80	75.99
	<b>Critical non-tier 1 suppliers</b>					
	Absolute number of suppliers	Number	4	4	5	0
	<b>Supply chain risk exposure</b>					
	Tier 1 suppliers assessed (for sustainability risks) in the last 3 years	Number	594	583	680	673
		%	100	100	100	100
	Tier 1 suppliers classified as high-risk	Number	0	0	0	29
		%	0	0	0	4.31
	Critical non-tier 1 suppliers assessed (for sustainability risks) in the last 3 years	Number	6	4	5	0
	Critical non-tier 1 suppliers classified as high-risk	Number	0	0	0	0
	<b>Supplier Risk Management Measures</b>					
	Critical suppliers assessed annually	%	100	100	100	100
<b>Suppliers with high sustainability risk</b>						

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Suppliers with high sustainability risk assessed (ongoing sustainability monitoring) annually	%	0	0	0	0
	Percentage of current suppliers with high sustainability risk which have corrective action plans	%	100	100	100	100
	Percentage of current high sustainability risk suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	%	100	100	100	100
<b>Supplier Screening</b>						
	Total number of Tier-1 suppliers	Number	594	583	680	673
	Total number of significant suppliers in Tier-1		62	62	72	46
	% of total spend on significant suppliers in Tier-1	%	82.45	85.70	80.23	80.73
	Total number of significant suppliers in non Tier-1	Number	4	4	5	0
	Total number of significant suppliers (Tier-1 and non Tier-1)		66	66	77	46
<b>Supplier Assessment</b>						
	Total number of suppliers assessed via desk assessments/on-site assessments	Number	66	66	77	46
	% of significant suppliers assessed		100	100	100	100
	Target of significant suppliers assessed for FY2025	%	100			
	Number of suppliers assessed with substantial actual/potential negative impacts	Number	0	0	0	0
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0	0	0	0
	Number of suppliers with substantial actual/potential negative impacts that were terminated	Number	0	0	0	0
<b>Corrective action plan support</b>						
	Total number of suppliers supported in corrective action plan implementation	Number	0	0	0	0
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	0	0	0	0
	Target of suppliers supported in corrective action plan for FY2025	%	100			
<b>Capacity building programs</b>						
	Total number of suppliers in capacity building programs	Number	66	66	77	46
	% of significant suppliers in capacity building programs	%	100	100	100	100
	Target of suppliers in capacity building programs for FY2025	Number	100			
<b>Supply Chain KPIs</b>						
	<b>KPI 1: % of Acknowledgement of Supplier Code of Conduct</b>		<b>Target: 100%</b> <b>Target Year: 2025</b>			
	% of Acknowledgement of Supplier Code of Conduct	%	100	100	100	100
	<b>KPI 2: % of New Supplier Screening using Pre-Questionnaire Form</b>		<b>Target: 100%</b> <b>Target Year: 2025</b>			
	% of New Supplier Screening using Pre-Questionnaire Form	%	100	100	100	100
	<b>KPI 3: % of Existing Supplier ESG Performance Evaluation</b>		<b>Target: 100%</b> <b>Target Year: 2025</b>			
	% of Existing Supplier ESG Performance Evaluation	%	100	100	100	100

#### Customer Relationship Management

GRI Standard	Performance	Unit	2022	2023	2024	2025
S&P CSA	<b>Customer Satisfaction Measurement</b>					
	Satisfied Respondents (as % of satisfied respondents out of total number of respondents to survey)	%	86	89	87	90
			<b>Target: ≥89</b> <b>Target Year: 2025</b>			
Data coverage (% of customers/consumers surveyed)	%	99.98	99.98	99.98	99.67	

#### Customer Privacy

GRI Standard	Performance	Unit	2022	2023	2024	2025
418-1	<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>					
	<b>Total number of substantiated complaints received concerning breaches of customer privacy</b>	Number	0	0	0	0
	<b>Complaints received from outside parties and substantiated by the organization</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Complaints from regulatory bodies</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Total number of identified leaks, thefts, of losses of customer data</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
WHA Digital	0		0	0	0	

**Information Security/ Cybersecurity**

GRI Standard	Performance	Unit	2022	2023	2024	2025
S&P CSA	<b>Information Security/ Cybersecurity breach cases</b>					
	<b>Total number of information security breaches</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Digital		0	0	0	0
	<b>Total number of clients, customers and employees affected by the breaches</b>	Incident	0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Logistics		0	0	0	0
WHA Digital	0		0	0	0	

## ENVIRONMENT PERFORMANCE

### Waste

GRI Standard	Performance	Unit	2022	2023	2024	2025
306-3	<b>Waste generated</b>					
	<b>Total Waste</b>	Tons	<b>7,574.59</b>	<b>8,020.00</b>	<b>5,634.80</b>	<b>6,083.21</b>
	Hazardous waste		8.78	6.91	2.38	6.55
	Non-hazardous waste		7,565.81	8,013.09	5,632.42	6,076.66
	Data coverage	% of Revenue	100	100	100	100
306-4	<b>Hazardous waste diverted from disposal by recovery option</b>					
	<b>Total</b>	Tons	<b>7.99</b>	<b>4.15</b>	<b>2.38</b>	<b>0.73</b>
	<b>Preparation for reuse</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0.73</b>
	- Onsite		0	0	0	0
	- Offsite		0	0	0	0.73
	<b>Recycling</b>		<b>0</b>	<b>1.60</b>	<b>1.22</b>	<b>0</b>
	- Onsite		0	0	0	0
	- Offsite		0	1.60	1.22	0
	<b>Other recovery operations</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	- Onsite		0	0	0	0
	- Offsite		0	0	0	0
	<b>Storage</b>	<b>7.99</b>	<b>2.55</b>	<b>1.16</b>	<b>0</b>	
	Data coverage	% of Revenue	100	100	100	100
	<b>Non-hazardous waste diverted from disposal by recovery option</b>					
	<b>Total</b>	Tons	<b>5,823.24</b>	<b>7,694.99</b>	<b>5,125.32</b>	<b>5,655.16</b>
	<b>Preparation for reuse</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>5.92</b>
	- Onsite		0	0	0	0
	- Offsite		0	0	0	5.92
	<b>Recycling</b>		<b>3,957.87</b>	<b>6,631.99</b>	<b>4,645.32</b>	<b>5,637.98</b>
	- Onsite		0	0	0	0
	- Offsite		3,957.87	6,631.99	4,645.32	5,637.98
	<b>Other recovery operations</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	- Onsite		0	0	0	0
	- Offsite		0	0	0	0
	<b>Storage</b>	<b>1,865.37</b>	<b>1,063.00</b>	<b>480</b>	<b>11.26</b>	
	Data coverage	% of Revenue	100	100	100	100
	S&P CSA 306-5	<b>Total waste recycled / reused</b>	<b>Tons</b>	<b>3,957.87</b>	<b>6,633.59</b>	<b>4,646.54</b>
<b>Total waste disposed</b>		<b>Tons</b>	<b>1,743.37</b>	<b>320.86</b>	<b>507.10</b>	<b>423.24</b>
<b>Hazardous waste directed to disposal</b>						
<b>Total</b>		Tons	<b>0.79</b>	<b>2.76</b>	<b>1.16</b>	<b>5.82</b>
<b>Landfilling</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
- Onsite			0	0	0	0
- Offsite			0	0	0	0
<b>Incineration (with energy recovery)</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>1.74</b>
- Onsite			0	0	0	0
- Offsite			0	0	0	1.74
<b>Incineration (without energy recovery)</b>			<b>0.79</b>	<b>2.76</b>	<b>0</b>	<b>0</b>
- Onsite			0	0	0	0
- Offsite			0.79	2.76	0	0
<b>Other disposal operations</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
- Onsite		0	0	0	0	
- Offsite		0	0	0	0	
<b>Storage</b>		<b>0</b>	<b>0</b>	<b>1.16</b>	<b>4.08</b>	
<b>Non-hazardous waste directed to disposal</b>						
<b>Total</b>		Tons	<b>1,742.58</b>	<b>318.10</b>	<b>507.10</b>	<b>421.50</b>
<b>Landfilling</b>			<b>1,418.95</b>	<b>1.71</b>	<b>0</b>	<b>0</b>
- Onsite	0		0	0	0	
- Offsite	1,418.95		1.71	0	0	

GRI Standard	Performance	Unit	2022	2023	2024	2025
	<b>Incineration (with energy recovery)</b>	Tons	<b>323.63</b>	<b>316.39</b>	<b>507.10</b>	<b>421.50</b>
	- Onsite		0	0	0	0
	- Offsite		323.63	316.39	507.10	421.50
	<b>Incineration (without energy recovery)</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	- Onsite		0	0	0	0
	- Offsite		0	0	0	0
	<b>Other disposal operations</b>	Tons	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	- Onsite		0	0	0	0
	- Offsite		0	0	0	0
	<b>Storage</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2025 (total waste disposed)</b>	<b>Tons</b>	<b>750</b>			

#### Raw Material

GRI Standard	Performance	Unit	2022	2023	2024	2025
FTSE RUSSELL	<b>Raw material used*</b>					
	<b>Total Raw Material</b>	Tons	N/A	N/A	N/A	N/A
	- Non-renewable materials used		N/A	N/A	N/A	N/A
	- Renewable materials used		N/A	N/A	N/A	N/A

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

#### Energy

GRI Standard	Performance	Unit	2022	2023	2024	2025
302-1	<b>Energy consumption within the organization</b>					
	<b>Energy consumption from non-renewable sources</b>					
	<b>Total non-renewable energy consumption</b>	MWh	<b>41,673.72</b>	<b>44,724.34</b>	<b>49,158.16</b>	<b>49,978.28</b>
	Diesel / Petrol/ Gasoline	MWh	5,649.96	5,957.51	6,848.55	7,849.19
	Grid electricity consumption	MWh	36,023.76	38,766.83	42,309.61	42,129.08
	Total non-renewable energy consumption intensity ratio	MWh/THB mm	2.68	2.63	3.43	2.74
	<b>Target 2025</b>	MWh	46,578			
	<b>Energy consumption from renewable source</b>					
	<b>Total renewable energy consumption</b>	MWh	<b>1,656.83</b>	<b>1,619.70</b>	<b>1,675.89</b>	<b>2,195.47</b>
	Solar Power	MWh	1,656.83	1,619.70	1,675.89	2,195.47
	Percentage of electricity from renewable sources (wind, water, solar, biogas) used in buildings in portfolio	%	3.82	3.49	3.30	5.30
	Percentage of projects designed to generate energy on-site	%	-	-	100	100
	Percentage of projects designed to meet net-zero energy standards	%	-	-	100	100
	<b>Total energy consumption</b>					
	Total	MWh	43,330.56	46,334.04	50,834.05	52,173.74
	<b>Data coverage for Energy Consumption</b>					
	Data coverage	% of Revenue	100	100	100	100
	<b>Type of energy consumption</b>					
	Electricity	MWh	37,680.60	40,386.53	43,985.49	42,129.08
	Heating		5,649.96	5,957.51	6,848.55	7,849.19
	Cooling		-	-	-	-
	Steam		-	-	-	-
	<b>Energy usage data on properties</b>					
WHA Industrial Development	MWh	N/A	9,876.49	10,002.31	11,028.11	
WHA Utilities and Power		N/A	32,988.05	37,213.34	36,822.94	

GRI Standard	Performance	Unit	2022	2023	2024	2025	
	WHA Logistics		N/A	3,419.94	3,584.44	4,839.59	
	WHA Digital		N/A	59.56	33.96	26.27	
	WHA Mobility		N/A	N/A	N/A	71.27	
	<b>Type of energy sold</b>						
	Electricity	MWh	72,135.23	112,921.00	157,354.76	217,378.26	
	Heating		-	-	-	-	
	Cooling		-	-	-	-	
Steam	-		-	-	-		
<b>302-2</b>	<b>Energy consumption outside of the organization</b>						
	<b>Total energy consumption</b>	MWh	5,649.96	5,957.51	6,848.55	7,849.19	
<b>302-3</b>	<b>Energy intensity</b>						
	Energy intensity ratio	MWh/THB mm	2.78	2.72	3.54	2.89	
	Energy intensity ratio	MWh/ton production	N/A	N/A	N/A	N/A	
<b>S&amp;P CSA</b>	<b>Sustainable Revenue</b>						
	<b>Total revenues from sustainable products and services</b>	THB	284,234,575.65	446,855,740.28	695,925,455.48	N/A	
	<b>Percentage of sustainable revenue</b>	% of revenues	1.82576	2.62625	4.8525	N/A	
	Revenue from energy efficiency buildings	THB	63,002,701.65	84,188,606.28	112,713,914.48	N/A	
		% of buildings	100	100	100	100	
	Revenue from other sustainable products and services	THB	221,231,874	362,667,134	583,211,541	N/A	
	Revenues from certified buildings	THB	N/A	N/A	1,098,338.88	1,544,883.63	
		% of buildings	N/A	8.30	N/A	N/A	

#### GHG Emission

GRI Standard	Performance	Unit	2022	2023	2024	2025
<b>305-1</b>	<b>Scope 1 emissions by business unit</b>	ton CO <sub>2</sub> e	<b>1,322</b>	<b>1,401</b>	<b>1,637</b>	<b>1,776</b>
	WHA Industrial Development		699	678	865	794
	WHA Utilities and Power		356	415	447	417
	WHA Logistics		255	296	318	557
	WHA Digital		12	12	7	8
	WHA Mobility		N/A	N/A	N/A	1
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2025</b>	ton CO <sub>2</sub> e	1,057			
	<b>Scope 1 Biogenic CO<sub>2</sub> emissions</b>	ton CO <sub>2</sub> e	<b>98.94</b>	<b>100.59</b>	<b>117.69</b>	<b>96.19</b>
	WHA Industrial Development		51.84	50.25	60.42	39.03
	WHA Utilities and Power		26.57	29.56	32.33	21.56
	WHA Logistics		19.47	19.81	24.49	35.31
	WHA Digital		1.06	0.97	0.45	0.28
	WHA Mobility		N/A	N/A	N/A	0.00
	Data Coverage	% of Revenue	100	100	100	100
<b>305-2</b>	<b>Scope 2 emissions by business unit (Market-based)**</b>	ton CO <sub>2</sub> e	<b>15,722</b>	<b>17,209</b>	<b>0</b>	<b>0</b>
	WHA Industrial Development		2,538	3,224	0	0
	WHA Utilities and Power		12,083	12,944	0	0
	WHA Logistics		918	1,037	0	0
	WHA Digital		183	4	0	0
	WHA Mobility		N/A	N/A	N/A	0
	<b>Market-based</b>		<b>15,722</b>	<b>17,209</b>	<b>0</b>	<b>0</b>
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2025</b>	ton CO <sub>2</sub> e	19,500			
	<b>Location-based</b>	ton CO <sub>2</sub> e	<b>17,925</b>	<b>19,380</b>	<b>21,151</b>	<b>20,011</b>

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2025</b>	ton CO <sub>2</sub> e	22,000			
305-3	<b>Scope 3 emissions by business unit</b>		<b>2,546,778</b>	<b>2,431,638</b>	<b>2,845,130</b>	<b>N/A</b>
	WHA Industrial Development	ton CO <sub>2</sub> e	348,959	65,108	673,415	N/A
	WHA Utilities and Power		2,086,915	2,162,538	2,144,973	N/A
	WHA Logistics		110,379	203,943	26,684	N/A
	WHA Digital		525	49	58	N/A
	Data coverage	% of Revenue	100	100	100	N/A
	<b>Target 2025</b>	<b>ton CO<sub>2</sub>e</b>	<b>3,000,000</b>			
S&P CSA/ FTSE RUSSELL	<b>Total Emission (Market-based)</b>					
	Scope 1 + Scope 2	ton CO <sub>2</sub> e	17,044	18,610	1,637	1,766
	Scope 1 + Scope 2 + Scope 3		2,563,822	2,450,240	2,846,767	N/A
	<b>Total Emission (Location-based)</b>					
	Scope 1 + Scope 2	ton CO <sub>2</sub> e	17,044	18,610	22,788	21,787
Scope 1 + Scope 2 + Scope 3		2,563,822	2,450,240	2,867,918	N/A	
S&P CSA	<b>Scope 3 Category</b>		<b>2,546,778</b>	<b>2,431,638</b>	<b>2,845,130</b>	<b>N/A</b>
	Purchased Goods and Services	ton CO <sub>2</sub> e	16,899	16,596	31,749	N/A
	Capital Goods		105,621	160,346	58,791	N/A
	Fuel-and-energy-related-activities (not included in Scope 1 or 2)		3,784	4,091	4,852	N/A
	Upstream transportation and distribution		2,053	2,311	45	N/A
	Waste generated in operations		6,337	3,437	2,288	N/A
	Business travel		N/A	N/A	67	N/A
	Employee commuting		1,375	1,503	1,645	N/A
	Upstream leased assets		N/A	N/A	N/A	N/A
	Downstream transportation and distribution		N/A	N/A	N/A	N/A
	Processing of sold products		N/A	N/A	N/A	N/A
	Use of sold products		300,371	117,920	560,100	N/A
	End of life treatment of sold products		1,343	11,343	0	N/A
	Downstream leased assets		61,201	66,296	87,731	N/A
	Franchises		N/A	N/A	N/A	N/A
	Investments		2,047,794	2,047,794	2,097,862	N/A
	Other upstream		N/A	N/A	N/A	N/A
	Other downstream		N/A	N/A	N/A	N/A
	Data coverage		% of Revenue	100	100	100
305-4	<b>GHG emissions intensity ratio (Market-based)</b>					
	Scope 1	Tons CO <sub>2</sub> e/ THB 1 mm <sup>3</sup>	0.08	0.08	0.11	0.10
	Scope 2		1.01	1.01	0	0
	Scope 1 and Scope 2		1.09	1.09	0.11	0.10
	<b>GHG emissions intensity ratio (Location-based)</b>					
	Scope 1	Tons CO <sub>2</sub> e/ THB 1 mm <sup>3</sup>	0.08	0.08	0.11	0.10
	Scope 2		1.01	1.01	1.47	1.10
Scope 1 and Scope 2	1.09		1.09	1.59	1.20	
305-5	<b>Scope 1 emissions reduction by business unit</b>					
	WHA Industrial Development	ton CO <sub>2</sub> e	60	21	187	(71)
	WHA Utilities and Power		82	(59)	32	(30)
	WHA Logistics		27	(41)	22	228
	WHA Digital		7	0	(5)	1
	WHA Mobility		N/A	N/A	N/A	1
	<b>Scope 2 emissions reduction by business unit</b>					
	WHA Industrial Development	ton CO <sub>2</sub> e	(503)	(686)	(265)	475
	WHA Utilities and Power		(1,375)	(861)	3,241	(1,377)
	WHA Logistics		(38)	(119)	33	(19)
	WHA Digital		(466)	179	1	(3)
	WHA Mobility		N/A	N/A	N/A	34
	<b>Scope 3 emissions reduction by business unit</b>					
	WHA Industrial Development	ton CO <sub>2</sub> e	N/A	(283,851)	608,263	N/A
	WHA Utilities and Power		N/A	75,623	(8,639)	N/A
	WHA Logistics		N/A	93,564	(177,267)	N/A

GRI Standard	Performance	Unit	2022	2023	2024	2025
	WHA Digital		N/A	(476)	9	N/A
	WHA Mobility		N/A	N/A	N/A	N/A

Remark: \*Tons CO2e per THB 1 mm reported revenue and share of profit / \*\*The company has completed the registration for Renewable Energy Certificates (RECs) and is now able to use the certificates to reduce its indirect greenhouse gas emissions (Scope 2) to zero, in accordance with the calculation criteria under the GHG Protocol Scope 2 Guidance (market-based method).

## Water and Effluents

GRI Standard	Performance	Unit	2022	2023	2024	2025
303-3	<b>Water withdrawal by source</b>					
	<b>Total water withdrawal from all areas</b>		<b>96,785.22</b>	<b>104,245.97</b>	<b>111,406.39</b>	<b>102,863.73</b>
	<b>Total surface water/ Total harvested rainwater</b>		9,696.35	8,589.54	8,932.00	11,388.21
	- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		9,696.35	8,589.54	9,432.53	11,388.21
	- Other water (> 1,000 mg/L Total Dissolved Solids)		0	0	0	0
	<b>Total groundwater</b>		0	0	0	0.707
	- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		0	0	0	0.707
	- Other water (> 1,000 mg/L Total Dissolved Solids)		0	0	0	0
	<b>Total seawater</b>		0	0	0	0
	- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		0	0	0	0
	- Other water (> 1,000 mg/L Total Dissolved Solids)		0	0	0	0
	<b>Total third-party water</b>		87,088.87	95,656.43	102,474.39	91,474.81
	- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		65,079.19	74,214.51	78,029.42	69,640.10
	- Other water (> 1,000 mg/L Total Dissolved Solids) [External Wastewater]		22,009.68	21,441.92	24,444.97	21,834.71
	<b>Used quarry water collected in the quarry</b>		N/A	N/A	N/A	N/A
	<b>Total water withdrawal from areas with water stress</b>		<b>96,785.22</b>	<b>104,245.97</b>	<b>111,406.39</b>	<b>102,863.73</b>
	<b>Total surface water</b>		9,696.35	8,589.54	8,932.00	11,388.21
	- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		9,696.35	8,589.54	8,932.00	11,388.21
	- Other water (> 1,000 mg/L Total Dissolved Solids)		0	0	0	0
	<b>Total third-party water</b>		87,088.87	95,656.43	102,474.39	91,474.81
	- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		65,079.19	74,214.51	78,029.42	69,640.10
	- Other water (> 1,000 mg/L Total Dissolved Solids)		22,009.68	21,441.92	24,444.97	21,834.71
	<b>Total third-party withdrawal by withdrawal source</b>					
	- Surface water/Harvest rainwater		87,088.87	95,656.43	102,474.39	91,474.81
	- Groundwater	ML	0	0	0	0
	- Seawater		0	0	0	0
	Percentage of water withdrawal from area with water stress	%	100	100	100	100
Data coverage	% of Revenue	100	100	100	100	
303-4	<b>Water discharge by destination</b>					
	<b>Total water discharge to all areas</b>		<b>91,718.22</b>	<b>94,132.61</b>	<b>104,590.03</b>	<b>101,876.29</b>
	- Surface water		12,087.68	11,637.57	19,342.38	21,860.32
	- Seawater/Ocean	ML	4,899.70	4,466.17	4,783.24	5,964.53
	- Water products sales (Raw Water Sales, Industrial Water Sales)		74,730.84	78,028.87	80,464.40	74,051.44
	- Subsurface / well		N/A	N/A	N/A	N/A

GRI Standard	Performance	Unit	2022	2023	2024	2025
	- Off-site water treatment		N/A	N/A	N/A	N/A
	<b>Water discharge by category (all areas)</b>					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids)	ML	86,818.52	89,666.44	99,806.78	95,911.76
	Other water ( $\leq 1,000$ mg/L Total Dissolved Solids)		4,899.70	4,466.17	4,783.24	5,964.53
	<b>Total water discharge to areas with water stress</b>		<b>91,718.22</b>	<b>94,132.61</b>	<b>104,590.03</b>	<b>101,876.29</b>
	- Surface water	ML	12,087.68	11,637.57	19,342.98	21,860.32
	- Seawater		4,899.70	4,466.17	4,783.24	5,964.53
	- Water products sale (Raw Water Sales, Industrial Water Sales)		74,730.84	78,028.87	80,464.40	74,051.44
	Percentage of water discharge from area with water stress	%	100	100	100	100
	Data coverage	% of Revenue	100	100	100	100
	<b>Water discharge by category (areas with water stress)</b>					
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids)	ML	86,818.52	89,666.44	99,807.38	95,911.76
	Other water ( $\leq 1,000$ mg/L Total Dissolved Solids)		2,460.56	1,962.10	2,377.28	5,964.53
<b>303-4</b>	<b>Water discharge by quality and location</b>					
	<b>WHA CIE 1</b>					
	pH	-	7.26	7.42	7.4	7.5
	Temperature	°C	30.65	31.42	29.3	30.7
	Biochemical Oxygen Demand (BOD)	mg/L	7.00	5.60	12.1	7.58
	Chemical Oxygen Demand (COD)	mg/L	38.00	39.50	35.0	32.46
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	8.08	6.17	11.00	7.17
	Total Dissolved Solid (TDS)	mg/L	1136.00	1073.00	880.00	1035.50
	Total Kjeldahl Nitrogen (TKN)	mg/L	8.97	9.58	10.60	8.38
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	<0.0005	N/A	N/A	N/A
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.001	0.001	0.001	0.003
	Arsenic (As)	mg/L	0.004	0.005	0.002	0.003
	Chromium (Cr)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	0.04	N/A	N/A	N/A
	Nickel (Ni)	mg/L	0.07	0.08	0.45	0.13
	Copper (Cu)	mg/L	0.25	0.21	0.82	0.5
	Zinc (Zn)	mg/L	0.23	0.20	0.22	0.41
	Sulfide as H <sub>2</sub> S	mg/L	<0.5	N/A	7.5	7.5
	Cyanide as HCN	mg/L	ND	N/A	30.7	30.7
	Chloride as Cl <sub>2</sub>	mg/L	N/A	N/A	7.58	7.58
	<b>WHA CIE 2</b>					
	pH	-	8.10	8.32	7.8	7.9
	Temperature	°C	30.85	30.77	30.12	30.20
	Biochemical Oxygen Demand (BOD)	mg/L	5.00	4.75	<2.00	9.89
	Chemical Oxygen Demand (COD)	mg/L	23.00	33.75	51.00	56.92
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	3.08
	Suspended Solid (SS)	mg/L	10.83	15.00	40.00	32.83
	Total Dissolved Solid (TDS)	mg/L	1,684.67	1,573.00	1,600.00	1,554.67
	Total Kjeldahl Nitrogen (TKN)	mg/L	2.25	5.63	4.20	5.38
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	ND	N/A	N/A	N/A
	Cadmium (Cd)	mg/L	ND	N/A	N/A	N/A
	Lead (Pb)	mg/L	ND	ND	0.001	0.001
	Arsenic (As)	mg/L	0.005	N/A	N/A	0.01
	Chromium (Cr)	mg/L	ND	ND	ND	<0.01
	Barium (Ba)	mg/L	0.035	N/A	N/A	0.04
	Nickel (Ni)	mg/L	0.010	0.013	0.06	0.03
	Copper (Cu)	mg/L	0.002	0.003	0.005	0.003

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Zinc (Zn)	mg/L	0.06	0.01	0.51	0.24
	Sulfide as H2S	mg/L	<0.5	N/A	N/A	N/A
	Cyanide as HCN	mg/L	ND	N/A	N/A	N/A
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
<b>ESIE Phase 1</b>						
	pH	-	7.50	7.78	7.50	7.70
	Temperature	°C	29.40	30.20	23.3	29.7
	Biochemical Oxygen Demand (BOD)	mg/L	3.00	2.90	2.8	4.5
	Chemical Oxygen Demand (COD)	mg/L	43.00	50.80	39.00	48.9
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	5.42	5.00	<5.00	5
	Total Dissolved Solid (TDS)	mg/L	1,415.00	2,080.00	2,228.00	1893.3
	Total Kjeldahl Nitrogen (TKN)	mg/L	4.88	2.93	2.50	4.27
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	ND	ND	<0.0005	0.0022
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	ND	ND	ND	0.001
	Arsenic (As)	mg/L	0.005	0.007	0.008	0.006
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	0.12	0.11	0.13	0.11
	Nickel (Ni)	mg/L	0.08	0.108	0.14	0.15
	Copper (Cu)	mg/L	0.003	0.003	0.003	0.003
	Zinc (Zn)	mg/L	0.09	0.07	0.15	0.12
	Sulfide as H2S	mg/L	<0.50	<0.50	0.50	0.50
	Cyanide as HCN	mg/L	0.012	0.015	0.008	0.016
	Chloride as Cl2	mg/L	N/A	N/A	N/A	N/A
<b>ESIE Phase 2B</b>						
	pH	-	7.64	7.85	7.60	7.70
	Temperature	°C	29.69	30.2	23.6	29.5
	Biochemical Oxygen Demand (BOD)	mg/L	7.00	7.00	3.20	5.50
	Chemical Oxygen Demand (COD)	mg/L	36.00	42.00	25.00	29.7
	Grease and Oil	mg/L	3.00	3.00	<3.00	3.20
	Suspended Solid (SS)	mg/L	13.67	18.17	6.00	10.70
	Total Dissolved Solid (TDS)	mg/L	851.00	880.00	1,016.00	891.70
	Total Kjeldahl Nitrogen (TKN)	mg/L	4.01	5.75	4.10	2.80
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	ND	ND	ND	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	ND	ND	ND	0.0008
	Arsenic (As)	mg/L	0.002	0.02	0.002	0.002
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	0.04	0.04	0.04	0.03
	Nickel (Ni)	mg/L	0.008	0.009	0.03	0.07
	Copper (Cu)	mg/L	<0.0005	0.0012	0.0005	0.0008
	Zinc (Zn)	mg/L	0.024	0.022	0.03	0.03
	Sulfide as H2S	mg/L	<0.50	<0.50	0.50	<0.50
	Cyanide as HCN	mg/L	<0.005	<0.005	<0.005	<0.005
	Chloride as Cl2	mg/L	N/A	N/A	<0.1	<0.1
<b>WHA ESIE 1 Phase 1</b>						
	pH	-	7.55	7.82	7.90	7.90
	Temperature	°C	29.31	30.00	25.80	29.50
	Biochemical Oxygen Demand (BOD)	mg/L	9.00	7.70	2.00	10.04
	Chemical Oxygen Demand (COD)	mg/L	42.00	58.60	64.00	49.50
	Grease and Oil	mg/L	3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	11.92	15.50	20.00	15.83
	Total Dissolved Solid (TDS)	mg/L	898	1,309.00	1,548.00	1,081.00
	Total Kjeldahl Nitrogen (TKN)	mg/L	18.85	22.00	16.80	12.25
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	ND	ND	ND	0.001
	Cadmium (Cd)	mg/L	ND	ND	ND	ND

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Lead (Pb)	mg/L	ND	ND	ND	0.001
	Arsenic (As)	mg/L	0.002	0.004	0.005	0.004
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.044	0.14	0.06	0.04
	Nickel (Ni)	mg/L	0.08	0.11	0.14	0.08
	Copper (Cu)	mg/L	0.0009	0.001	0.01	0.014
	Zinc (Zn)	mg/L	0.065	0.079	0.04	0.06
	Sulfide as H2S	mg/L	0.53	<0.50	0.70	0.60
	Cyanide as HCN	mg/L	ND	<0.0005	<0.005	0.006
	Chloride as Cl2	mg/L	N/A	N/A	<0.1	<0.1
<b>WHA ESIE 1 Phase 3</b>						
	pH	-	7.48	7.85	7.60	7.71
	Temperature	°C	29.62	30.24	23.8	30.18
	Biochemical Oxygen Demand (BOD)	mg/L	7.00	5.80	15.50	9.86
	Chemical Oxygen Demand (COD)	mg/L	39.00	41.20	44.00	41.25
	Grease and Oil	mg/L	3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	7.75	12.00	7.00	9.42
	Total Dissolved Solid (TDS)	mg/L	452.00	447.00	608.00	480
	Total Kjeldahl Nitrogen (TKN)	mg/L	6.29	10.57	11.00	7.72
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	ND	ND	ND	0.0006
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	ND	ND	0.0006	0.001
	Arsenic (As)	mg/L	0.004	0.003	0.003	0.003
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.04	0.05	0.05	0.04
	Nickel (Ni)	mg/L	0.002	0.002	0.002	0.002
	Copper (Cu)	mg/L	0.0007	0.001	0.03	0.03
	Zinc (Zn)	mg/L	0.01	0.02	0.006	0.02
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	0.61
	Cyanide as HCN	mg/L	<0.005	<0.005	0.007	0.007
	Chloride as Cl2	mg/L	N/A	N/A	<0.1	<0.1
<b>WHA ESIE 2</b>						
	pH	-	8.02	8.10	7.4	7.92
	Temperature	°C	29.40	29.80	25.10	30.24
	Biochemical Oxygen Demand (BOD)	mg/L	5.00	6.10	12.00	8.36
	Chemical Oxygen Demand (COD)	mg/L	51.00	51.80	66.00	39.17
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	3.08
	Suspended Solid (SS)	mg/L	21.50	19.40	30.00	16.13
	Total Dissolved Solid (TDS)	mg/L	483.9	612.4	804.0	856
	Total Kjeldahl Nitrogen (TKN)	mg/L	3.02	2.90	3.70	3.02
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	N/A	ND	N/A	ND
	Cadmium (Cd)	mg/L	ND	ND	ND	0.0006
	Lead (Pb)	mg/L	ND	ND	0.0008	0.0008
	Arsenic (As)	mg/L	0.002	0.003	0.003	0.003
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	N/A	0.03	N/A	0.07
	Nickel (Ni)	mg/L	0.064	0.040	0.03	0.02
	Copper (Cu)	mg/L	0.0039	0.0027	0.02	0.008
	Zinc (Zn)	mg/L	0.129	0.038	0.73	0.12
	Sulfide as H2S	mg/L	N/A	<0.5	N/A	<0.5
	Cyanide as HCN	mg/L	N/A	<0.005	N/A	<0.005
	Chloride as Cl2	mg/L	N/A	N/A	N/A	<0.1
<b>WHA ESIE 3</b>						
	pH	-	-	-	-	7.77
	Temperature	°C	-	-	-	29.93
	Biochemical Oxygen Demand (BOD)	mg/L	-	-	-	3.87
	Chemical Oxygen Demand (COD)	mg/L	-	-	-	31.08
	Grease and Oil	mg/L	-	-	-	<3
	Suspended Solid (SS)	mg/L	-	-	-	10
	Total Dissolved Solid (TDS)	mg/L	-	-	-	435.33

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Total Kjeldahl Nitrogen (TKN)	mg/L	-	-	-	2.91
	Mercury (Hg)	mg/L	-	-	-	<0.0005
	Selenium (Se)	mg/L	-	-	-	ND
	Cadmium (Cd)	mg/L	-	-	-	ND
	Lead (Pb)	mg/L	-	-	-	0.0005
	Arsenic (As)	mg/L	-	-	-	0.002
	Chromium (Cr)	mg/L	-	-	-	0.011
	Barium (Ba)	mg/L	-	-	-	0.043
	Nickel (Ni)	mg/L	-	-	-	0.07
	Copper (Cu)	mg/L	-	-	-	0.01
	Zinc (Zn)	mg/L	-	-	-	0.03
	Sulfide as H2S	mg/L	-	-	-	<0.5
	Cyanide as HCN	mg/L	-	-	-	<0.005
	Chloride as Cl2	mg/L	-	-	-	<0.1
<b>WHA ESIE 4</b>						
	pH	-	7.43	7.59	7.90	7.70
	Temperature	°C	31.30	31.30	25.40	29.48
	Biochemical Oxygen Demand (BOD)	mg/L	6.00	6.80	2.00	5.35
	Chemical Oxygen Demand (COD)	mg/L	38.00	49.10	29.00	32.08
	Grease and Oil	mg/L	3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	19.2	19.8	<5.0	5.58
	Total Dissolved Solid (TDS)	mg/L	361	504	384	483.33
	Total Kjeldahl Nitrogen (TKN)	mg/L	5.03	8.28	3.00	4.47
	Mercury (Hg)	mg/L	ND	ND	ND	<0.0005
	Selenium (Se)	mg/L	ND	ND	<0.0005	0.0007
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	ND	ND	ND	ND
	Arsenic (As)	mg/L	0.0020	0.004	0.005	0.006
	Trivalent Chromium (Cr+3)	mg/L	<0.01	<0.01	<0.01	<0.01
	Hexavalent Chromium (Cr+6)	mg/L	ND	ND	ND	ND
	Barium (Ba)	mg/L	0.06	0.09	0.13	0.12
	Nickel (Ni)	mg/L	0.004	0.007	0.002	0.008
	Copper (Cu)	mg/L	0.015	0.004	0.005	0.002
	Zinc (Zn)	mg/L	0.18	0.10	0.04	0.05
	Sulfide as H2S	mg/L	<0.5	<0.5	0.5	<0.5
	Cyanide as HCN	mg/L	<0.005	<0.005	0.006	0.008
	Chloride as Cl2	mg/L	N/A	N/A	<0.1	<0.1
<b>WHA EIE</b>						
	pH	-	8.32	8.44	8.5	8.36
	Temperature	°C	34.80	35.00	31.8	35.56
	Biochemical Oxygen Demand (BOD)	mg/L	3.00	3.00	2.0	2.38
	Chemical Oxygen Demand (COD)	mg/L	38.00	42.40	2.0	31.08
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	24.25	21.70	6.00	23.08
	Total Dissolved Solid (TDS)	mg/L	2,070.00	2,010.00	1,720.00	2021.5
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.77	2.49	2.50	2.15
	Mercury (Hg)	mg/L	ND	ND	ND	<0.0005
	Selenium (Se)	mg/L	0.0008	0.0007	0.0009	0.0008
	Cadmium (Cd)	mg/L	0.0020	0.0009	ND	ND
	Lead (Pb)	mg/L	0.0019	0.0006	ND	0.0007
	Arsenic (As)	mg/L	0.005	0.004	0.001	0.002
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.12	0.13	0.12	0.08
	Nickel (Ni)	mg/L	0.019	0.021	0.019	0.02
	Copper (Cu)	mg/L	0.005	0.005	0.002	0.002
	Zinc (Zn)	mg/L	0.23	0.29	0.11	0.15
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	<0.5
	Cyanide as HCN	mg/L	0.009	0.007	0.011	0.009
	Chloride as Cl2	mg/L	N/A	N/A	<0.1	<0.1
<b>WHA RIL</b>						
	pH	-	6.87	6.50	6.10	7.25
	Temperature	°C	32.33	31.10	29.40	30.80

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Biochemical Oxygen Demand (BOD)	mg/L	8.00	9.60	19.40	9.24
	Chemical Oxygen Demand (COD)	mg/L	39.00	47.60	70.00	38.58
	Grease and Oil	mg/L	<3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	13.58	17.80	28.00	14.92
	Total Dissolved Solid (TDS)	mg/L	1,049.00	1,303.00	1,240.00	1,098.17
	Total Kjeldahl Nitrogen (TKN)	mg/L	13.20	7.30	13.8	21.01
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	ND	ND	<0.0005	<0.0005
	Cadmium (Cd)	mg/L	ND	0.0005	ND	ND
	Lead (Pb)	mg/L	0.0014	0.0018	0.003	0.0012
	Arsenic (As)	mg/L	0.004	0.009	0.006	0.005
	Chromium (Cr)	mg/L	<0.01	<0.01	<0.01	<0.01
	Barium (Ba)	mg/L	0.050	0.140	0.100	0.04
	Nickel (Ni)	mg/L	0.033	0.030	0.03	0.02
	Copper (Cu)	mg/L	0.004	0.009	0.03	0.012
	Zinc (Zn)	mg/L	0.30	0.29	0.42	0.18
	Sulfide as H2S	mg/L	<0.50	<0.50	<0.50	<0.5
	Cyanide as HCN	mg/L	<0.005	0.005	0.009	0.009
	Chloride as Cl2	mg/L	N/A	N/A	<0.1	<0.1
<b>WHA SIL</b>						
	pH	-	7.53	7.50	7.60	7.53
	Temperature	°C	30.52	31.10	29.80	31.13
	Biochemical Oxygen Demand (BOD)	mg/L	3.00	3.00	2.80	4.02
	Chemical Oxygen Demand (COD)	mg/L	28.00	38.30	39.00	37.83
	Grease and Oil	mg/L	3.00	<3.00	<3.00	<3
	Suspended Solid (SS)	mg/L	9.80	8.30	15.00	11.17
	Total Dissolved Solid (TDS)	mg/L	1,268.00	1,300.00	1,104	1,085.67
	Total Kjeldahl Nitrogen (TKN)	mg/L	1.48	1.70	4.30	5.00
	Mercury (Hg)	mg/L	ND	ND	ND	ND
	Selenium (Se)	mg/L	N/A	N/A	N/A	0.005
	Cadmium (Cd)	mg/L	ND	ND	ND	ND
	Lead (Pb)	mg/L	0.0010	0.0030	0.001	0.0007
	Arsenic (As)	mg/L	N/A	N/A	N/A	0.002
	Chromium (Cr)	mg/L	N/A	<0.01	<0.01	0.01
	Barium (Ba)	mg/L	N/A	N/A	N/A	0.04
	Nickel (Ni)	mg/L	0.013	0.018	0.01	0.012
	Copper (Cu)	mg/L	0.003	0.003	0.003	0.003
	Zinc (Zn)	mg/L	0.065	0.015	0.06	0.045
	Sulfide as H2S	mg/L	<0.5	<0.5	<0.5	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	0.1
<b>WHA R36</b>						
	pH	-	-	-	-	7.72
	Temperature	°C	-	-	-	29.81
	Biochemical Oxygen Demand (BOD)	mg/L	-	-	-	13.61
	Chemical Oxygen Demand (COD)	mg/L	-	-	-	45.92
	Grease and Oil	mg/L	-	-	-	3
	Suspended Solid (SS)	mg/L	-	-	-	27.17
	Total Dissolved Solid (TDS)	mg/L	-	-	-	459.67
	Total Kjeldahl Nitrogen (TKN)	mg/L	-	-	-	7.78
	Mercury (Hg)	mg/L	-	-	-	ND
	Selenium (Se)	mg/L	-	-	-	ND
	Cadmium (Cd)	mg/L	-	-	-	ND
	Lead (Pb)	mg/L	-	-	-	0.001
	Arsenic (As)	mg/L	-	-	-	0.004
	Chromium (Cr)	mg/L	-	-	-	<0.01
	Barium (Ba)	mg/L	-	-	-	0.07
	Nickel (Ni)	mg/L	-	-	-	0.05
	Copper (Cu)	mg/L	-	-	-	0.004
	Zinc (Zn)	mg/L	-	-	-	0.08
	Sulfide as H2S	mg/L	-	-	-	0.5
	Cyanide as HCN	mg/L	-	-	-	0.008

GRI Standard	Performance	Unit	2022	2023	2024	2025
	Chloride as Cl2	mg/L	-	-	-	<0.1
	<b>WHA IER</b>					
	pH	-	-	-	-	8.11
	Temperature	°C	-	-	-	30.67
	Biochemical Oxygen Demand (BOD)	mg/L	-	-	-	6.80
	Chemical Oxygen Demand (COD)	mg/L	-	-	-	39.67
	Grease and Oil	mg/L	-	-	-	3
	Suspended Solid (SS)	mg/L	-	-	-	19.86
	Total Dissolved Solid (TDS)	mg/L	-	-	-	286.55
	Total Kjeldahl Nitrogen (TKN)	mg/L	-	-	-	10.13
	Mercury (Hg)	mg/L	-	-	-	ND
	Selenium (Se)	mg/L	-	-	-	0.0004
	Cadmium (Cd)	mg/L	-	-	-	ND
	Lead (Pb)	mg/L	-	-	-	0.004
	Arsenic (As)	mg/L	-	-	-	0.01
	Chromium (Cr)	mg/L	-	-	-	<0.01
	Barium (Ba)	mg/L	-	-	-	0.05
	Nickel (Ni)	mg/L	-	-	-	0.003
	Copper (Cu)	mg/L	-	-	-	0.003
	Zinc (Zn)	mg/L	-	-	-	0.02
	Sulfide as H2S	mg/L	-	-	-	<0.5
	Cyanide as HCN	mg/L	-	-	-	0.005
	Chloride as Cl2	mg/L	-	-	-	<0.1
<b>303-5</b>	<b>Water Consumption</b>					
	Total water consumption from all areas	MI	5,067.00	10,113.36	6,816.36	987.44
	Total water consumption from areas with water stress		5,067.00	10,113.36	6,816.36	987.44
	Change in water storage if water storage has been identified as having a significant water-related impact.		Not Analyzed	No Analyzed	No Analyzed	No Analyzed
	Data coverage	% of Revenue	100	100	100	100
-	<b>Water Reclamation</b>					
	Water Reclamation Production*	MI	6,924.06	7,029.36	7,433.86	11,091.53
	General purposes e.g. landscaping etc.	MI	260,111	452,708	525,643	464,847
<b>FTSE RUSSELL</b>	<b>Water supply data by the Water Utility</b>					
	Water supply data by the Water Utility	MI	82,977.93	86,709.70	88,677.64	83,965.10
	Raw Water		25,665.48	31,884.02	32,002.30	29,246.01
	Premium Clarified Water		5,263.26	5,794.20	5,353.36	7447.36
	Industrial Water		49,065.35	46,144.85	48,462.03	44,705.43
	Demineralized Water		2,983.84	2,886.63	2,859.95	2,566.30
	Data coverage	% of Revenue	100	100	100	100
<b>S&amp;P CSA</b>	<b>Fresh Water Consumption**</b>					
	Total water withdrawal (excluding saltwater)	Million	74.78	82.80	86.96	81.03
	Total water discharge (exclude salt water)	Cubic	74.73	78.10	80.50	74.05
	Total net fresh water consumption	Meters	0.04	4.70	6.46	6.98
	Data coverage	% of Revenue	100	100	100	100
	<b>Target 2025 Total fresh water consumption</b>	<b>Million Cubic Meters</b>	<b>9</b>			

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

\* This data is included Asia Industrial Estate (based on 60% equity holding in JV), performance of reclamation are revised for 2023-2025.

\*\*This data represents only fresh water withdrawal to produce water products (Raw water and Clarified water) from Utilities business, excluded external wastewater received from tenant in industrial estate due to those wastewater is not classified as fresh water and the data is not included reclamation water part.

## Air Emissions

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
<b>Ambient air quality monitoring by industrial estate operation*</b>							
<b>ESIE</b>							
<b>Location 1: Chompon Chao Phraya Temple</b>							
NOx	ppm	≤ 0.17	0.0139-0.0344	0.0045-0.0050	0.0100-0.0197	0.0071-0.0174	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0021-0.0024	0.005-0.010	0.0026-0.0049	0.0022-0.0029	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.019-0.035	0.018-0.034	0.017-0.042	0.016-0.024	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-	
<b>Location 2: Klong Gram Temple</b>							
NOx	ppm	≤ 0.17	0.0143-0.0268	0.0106-0.0138	0.0087-0.0239	0.0122-0.0211	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0018-0.0027	0.003-0.005	0.0108-0.0174	0.0021-0.0031	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.017-0.035	0.020-0.042	0.028-0.055	0.025-0.034	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-	
<b>Location 3: Ras Asadaram Temple</b>							
NOx	ppm	≤ 0.17	0.0136-0.0320	0.0021-0.0029	0.0107-0.0205	0.0136-0.0336	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0026-0.0029	0.007-0.029	0.0122-0.0169	0.0093-0.0143	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.037-0.096	0.041-0.081	0.062-0.177	0.027-0.044	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-	
<b>Location 4: Ban Wang Ta Pin</b>							
NOx	ppm	≤ 0.17	0.0132-0.0310	0.0051-0.0061	0.0137-0.0189	0.0076-0.0172	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0016-0.0028	0.004-0.008	0.0057-0.0073	0.0026-0.0047	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.018-0.100	0.031-0.099	0.041-0.090	0.053-0.118	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-	
<b>Location 5: Ban Map Lang School</b>							
NOx	ppm	≤ 0.17	0.0119-0.0248	0.0023-0.0031	0.0080-0.0162	0.0051-0.0136	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0023-0.0030	0.004-0.012	0.0012-0.0020	0.0016-0.0039	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.018-0.044	0.014-0.041	0.027-0.046	0.016-0.045	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-	
<b>Location 6: Sri Sattanaram Monk Center</b>							
NOx	ppm	≤ 0.17	0.0145-0.0312	0.0014-0.0028	0.0086-0.0199	0.0086-0.0141	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0022-0.0030	<0.001-0.008	0.0017-0.0026	0.0063-0.0067	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.018-0.039	0.014-0.026	0.019-0.039	0.014-0.026	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-	
<b>WHA ESIE 1</b>							
<b>Location 1: Eastern Sugar Company Community School</b>							
NOx	ppm	≤ 0.17	0.0086-0.0333	0.014-0.060	0.0045-0.0096	0.0009-0.0108	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0019-0.0031	0.0081-0.0176	0.0037-0.0044	0.0113-0.0119	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.033-0.079	0.044-0.224	0.054-0.137	0.019-0.040	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.079	0.023-0.103	0.023-0.047	0.012-0.029	
<b>Location 2: Surasak School</b>							
NOx	ppm	≤ 0.17	0.0047-0.0171	0.004-0.017	0.0066-0.0091	0.0003-0.0230	
SOx	mg/m <sup>3</sup>	≤ 0.3	0.0018-0.0065	0.007-0.028	0.0037-0.0155	0.0152-0.0166	

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.027-0.050	0.024-0.150	0.044-0.094	0.017-0.051
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.011-0.035	0.013-0.074	0.010-0.047	0.012-0.028
<b>Location 3: Weather Station</b>							
	NOx	ppm	≤ 0.17	0.0016-0.0230	0.014-0.042	0.0070-0.0220	0.0010-0.0270
	SOx	mg/m <sup>3</sup>	≤ 0.3	0.0012-0.0065	0.001-0.009	0.0026-0.0039	0.003-0.004
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.027-0.050	0.035-0.148	0.023-0.065	0.0188-0.0406
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.018-0.070	0.016-0.026	0.011-0.040	0.012-0.065
<b>Location 4: Klong Gram Temple</b>							
	NOx	ppm	≤ 0.17	0.0038-0.0148	0.010-0.032	0.0101-0.0129	0.0016-0.0238
	SOx	mg/m <sup>3</sup>	≤ 0.3	0.0016-0.0020	0.015-0.031	0.0068-0.0099	0.0063-0.0069
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.031-0.089	0.029-0.049	0.041-0.129	0.020-0.041
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.045	0.021-0.03	0.012-0.052	0.014-0.028
<b>Location 5: Ban Tai Sun</b>							
	NOx	ppm	≤ 0.17	0.0082-0.0188	0.021-0.042	0.0061-0.0104	0.0013-0.0206
	SOx	mg/m <sup>3</sup>	≤ 0.3	0.0016-0.0024	0.001-0.002	0.0029-0.0046	0.0125-0.0164
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.034-0.073	0.016-0.023	0.030-0.075	0.017-0.044
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.012-0.037	0.010-0.018	0.019-0.048	0.011-0.028
<b>Location 6: Khao Kan Song Temple</b>							
	NOx	ppm	≤ 0.17	0.0025-0.0097	0.007-0.055	0.0084-0.0170	0.0006-0.0123
	SOx	mg/m <sup>3</sup>	≤ 0.3	0.0018-0.0027	0.028-0.049	0.0054-0.0128	0.0093-0.0103
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.032-0.088	0.027-0.105	0.033-0.084	0.024-0.041
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.033	0.019-0.05	0.026-0.055	0.017-0.031
<b>Location 7: Ta Kien Ku Temple</b>							
	NOx	ppm	≤ 0.17	0.0030-0.0098	0.004-0.012	0.0016-0.0178	0.0020-0.0152
	SOx	mg/m <sup>3</sup>	≤ 0.3	0.0016-0.0027	0.013-0.022	0.0077-0.0084	0.0063-0.0095
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.019-0.068	0.019-0.046	0.035-0.125	0.016-0.031
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.009-0.033	0.011-0.023	0.011-0.045	0.011-0.022
<b>Location 8 : Ban Som</b>							
	NOx	ppm	≤ 0.17	0.0019-0.0095	0.004-0.007	0.0052-0.0113	0.0002-0.0078
	SOx	mg/m <sup>3</sup>	≤ 0.3	0.0019-0.0026	0.009-0.019	0.0037-0.0042	0.0122-0.0137
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.025-0.051	0.017-0.027	0.0310-0.0690	0.016-0.029
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.012-0.039	0.033-0.085	0.018-0.045	0.010-0.018
<b>WHA ESIE 2</b>							
<b>Location 1: Ban Map Lam Bid School</b>							
	NOx	ppm	≤ 0.17	0.0063-0.0090	0.008-0.020	0.0017-0.0135	0.0046-0.0229
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0063-0.0076	0.0055-0.0126	0.0016-0.0050	0.0851-0.0876
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.023-0.048	0.029-0.063	0.016-0.064	0.035-0.074

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
	Total Suspended Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.012-0.024	0.010-0.035	0.011-0.021	0.020-0.044
<b>Location 2: Industrial estate area</b>							
	NOx	ppm	≤ 0.17	0.0089-0.0122	0.003-0.008	0.0068-0.0142	0.0117-0.0241
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0066-0.0079	0.0010-0.0016	0.0032-0.0095	0.0031-0.0047
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.026-0.050	0.022-0.036	0.024-0.046	0.028-0.040
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.014-0.032	0.008-0.028	0.016-0.031	0.018-0.026
<b>Location 3: Ban Map Lam Bid Moo. 7</b>							
	NOx	ppm	≤ 0.17	0.0087-0.0108	0.005-0.014	0.0021-0.0192	0.0065-0.0088
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0068-0.0076	0.0016-0.0050	0.0019-0.0055	0.0010-0.0016
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.018-0.041	0.021-0.080	0.024-0.045	0.027-0.042
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.008-0.024	0.015-0.032	0.012-0.024	0.015-0.032
<b>Location 4: Khao Kan Song Moo. 3</b>							
	NOx	ppm	≤ 0.17	0.0087-0.0109	0.007-0.013	0.0011-0.0095	0.0077-0.0142
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0063-0.0081	0.0039-0.0181	0.0035-0.0060	0.0113-0.0221
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.028-0.045	0.023-0.056	0.026-0.050	0.030-0.051
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.009-0.020	0.013-0.032	0.008-0.027	0.019-0.030
<b>Location 5: Chong Lom Temple</b>							
	NOx	ppm	≤ 0.17	0.0078-0.0108	0.002-0.008	0.0012-0.0094	0.0071-0.0122
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0090-0.0113	0.0013-0.0026	0.0058-0.0072	0.0084-0.0130
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.021-0.071	0.019-0.081	0.022-0.083	0.026-0.039
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.008-0.027	0.013-0.045	0.012-0.046	0.015-0.020
<b>Location 6: Ban Map Kla Moo. 4</b>							
	NOx	ppm	≤ 0.17	0.0090-0.0113	0.008-0.024	0.0017-0.0040	0.0037-0.0068
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0066-0.0076	0.0013-0.0045	0.0016-0.0050	0.0851-0.0876
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.036-0.220	0.057-0.139	0.029-0.073	0.031-0.120
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.012-0.102	0.034-0.102	0.013-0.027	0.018-0.047
<b>WHA ESIE 2.1</b>							
<b>Location 1: Ban Map Lam Bit – Point 1 Moo.7</b>							
	NOx	ppm	≤ 0.17	-	-	-	-
	SOx	mg/m <sup>3</sup>	≤ 0.30	-	-	-	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	-	-	-	0.030-0.054
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	0.020-0.032
<b>Location 2: Ban Map Lam Bit – Point 2 Moo.7</b>							
	NOx	ppm	≤ 0.17	-	-	-	-
	SOx	mg/m <sup>3</sup>	≤ 0.30	-	-	-	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	-	-	-	0.030-0.059
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	0.021-0.039
<b>WHA ESIE 3</b>							
<b>Location 1: Ban Ta Jam School</b>							
	NOx	ppm	≤ 0.17	0.0074-0.0229	<0.001-0.070	0.0010-0.0260	0.0007-0.0224
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0017-0.0033	0.0254-0.1492	0.0022-0.0035	0.0180-0.0208

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.041-0.092	0.110-0.280	0.024-0.040	0.037-0.053
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.042	0.035-0.116	0.015-0.027	0.021-0.039
<b>Location 2: Ta Jam Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	0.0061-0.0206	<0.001-0.017	0.0015-0.0103	0.0001-0.0176
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0017-0.0032	0.0072-0.0089	0.0067-0.0071	0.0122-0.0137
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.023-0.061	0.046-0.074	0.040-0.085	0.042-0.067
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.013-0.041	0.026-0.051	0.016-0.035	0.025-0.049
<b>Location 3: Huay Mara Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	0.0088-0.0184	<0.001-0.008	0.0028-0.0157	0.0005-0.0035
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0017-0.0032	0.0081-0.0098	0.0043-0.0050	0.0139-0.0174
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.032-0.090	0.032-0.073	0.029-0.041	0.086-0.218
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.022-0.080	0.015-0.028	0.017-0.032	0.041-0.065
<b>Location 4: Ban Meun Jit Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	0.0083-0.0216	<0.001-0.006	0.0001-0.0041	0.0004-0.0163
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0016-0.0033	0.0079-0.0097	0.0096-0.0101	0.0101-0.0113
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.039-0.071	0.019-0.057	0.028-0.048	0.041-0.058
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.020-0.045	0.013-0.039	0.011-0.024	0.022-0.037
<b>Location 5: Raweng School</b>							
	NOx	ppm	≤ 0.17	0.0073-0.0221	<0.001-0.008	0.0013-0.0099	0.0001-0.0145
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0018-0.0034	0.0092-0.0121	0.0012-0.0014	0.0166-0.0216
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.026-0.060	0.029-0.047	0.030-0.058	0.052-0.088
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.011-0.028	0.018-0.039	0.013-0.029	0.030-0.042
<b>Location 6: Chaloeumraj Temple</b>							
	NOx	ppm	≤ 0.17	0.0065-0.0194	<0.001-0.005	0.0002-0.0157	0.0013-0.0154
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0017-0.0035	0.0087-0.0118	0.0017-0.0023	0.0154-0.0191
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.031-0.059	0.030-0.063	0.022-0.069	0.061-0.113
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.020-0.048	0.021-0.044	0.017-0.035	0.038-0.063
<b>WHA ESIE 3.1</b>							
<b>Location 1: Ban Chaloeum Lap – Point 1</b>							
	NOx	ppm	≤ 0.17	-	-	-	-
	SOx	mg/m <sup>3</sup>	≤ 0.30	-	-	-	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	-	-	-	0.018-0.045
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	0.012-0.027
<b>Location 2: Ban Chaloeum Lap – Point 2</b>							
	NOx	ppm	≤ 0.17	-	-	-	-
	SOx	mg/m <sup>3</sup>	≤ 0.30	-	-	-	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	-	-	-	0.061-0.135
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	0.030-0.061

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
<b>WHA ESIE 4</b>							
<b>Location 1: Ban Nikom Sans Ton Eng-main road</b>							
NOx	ppm	≤ 0.17		0.0012-0.0109	0.002-0.009	0.0066-0.0150	0.0046-0.0105
SOx	mg/m <sup>3</sup>	≤ 0.30		0.0008-0.0052	0.0034-0.0064	0.0070-0.0090	0.0159-0.0181
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		0.023-0.055	0.031-0.063	0.031-0.047	0.016-0.039
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		0.010-0.031	0.014-0.035	0.017-0.028	0.010-0.025
<b>Location 2: Ban Nong Mapring</b>							
NOx	ppm	≤ 0.17		0.0010-0.0093	0.003-0.026	0.0044-0.0163	0.0067-0.0123
SOx	mg/m <sup>3</sup>	≤ 0.30		0.0015-0.0050	0.0027-0.0037	0.0025-0.0048	0.0075-0.0099
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		0.025-0.047	0.032-0.074	0.033-0.049	0.025-0.046
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		0.012-0.032	0.019-0.040	0.016-0.027	0.011-0.032
<b>Location 3: Mae Nam Ku Temple</b>							
NOx	ppm	≤ 0.17		0.0030-0.0158	0.002-0.012	0.0041-0.0169	0.0027-0.0162
SOx	mg/m <sup>3</sup>	≤ 0.30		0.0017-0.0062	0.0043-0.0052	0.0086-0.0133	0.0113-0.0203
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		0.019-0.038	0.036-0.096	0.029-0.053	0.016-0.040
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		0.008-0.028	0.018-0.047	0.014-0.033	0.010-0.030
<b>Location 4: Ban Mae Nam Ku</b>							
NOx	ppm	≤ 0.17		0.0027-0.0125	0.012-0.028	0.0114-0.0177	0.0038-0.0169
SOx	mg/m <sup>3</sup>	≤ 0.30		0.0012-0.0077	0.0048-0.0085	0.0114-0.0152	0.0187-0.0211
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		0.021-0.033	0.059-0.174	0.039-0.057	0.019-0.044
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		0.009-0.011	0.028-0.057	0.020-0.035	0.012-0.032
<b>WHA ESIE 5</b>							
<b>Location 1: The residential area located on the western side of the project site</b>							
NOx	ppm	≤ 0.17		-	-	-	-
SOx	mg/m <sup>3</sup>	≤ 0.30		-	-	-	-
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		-	-	-	0.044-0.075
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		-	-	-	0.022-0.040
<b>Location 2: The residential area located on the northern side of the project site</b>							
NOx	ppm	≤ 0.17		-	-	-	-
SOx	mg/m <sup>3</sup>	≤ 0.30		-	-	-	-
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		-	-	-	0.040-0.105
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		-	-	-	0.021-0.048
<b>Location 3: The residential area located on the southern side of Project 1</b>							
NOx	ppm	≤ 0.17		-	-	-	-
SOx	mg/m <sup>3</sup>	≤ 0.30		-	-	-	-
NOx	Tons	-		N/A	N/A	N/A	N/A
SOx	Tons	-		N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	Kilograms	-		N/A	N/A	N/A	N/A
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33		-	-	-	0.037-0.053
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12		-	-	-	0.025-0.038
<b>Location 4: The residential area located on the southern side of Project 2</b>							
NOx	ppm	≤ 0.17		-	-	-	-
SOx	mg/m <sup>3</sup>	≤ 0.30		-	-	-	-
NOx	Tons	-		N/A	N/A	N/A	N/A

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	-	-	-	0.049-0.116
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	0.031-0.049
<b>WHA CIE 1</b>							
<b>Location 1: Resident and commercial area within the industrial estate</b>							
	NOx	ppm	≤ 0.17	0.0045-0.0129	0.010-0.011	0.001-0.021	0.001 - 0.0056
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0019-0.0066	0.0128-0.0130	0.0070-0.0076	0.0075 - 0.0137
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.043-0.064	0.083-0.094	0.069-0.110	0.064 - 0.088
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-
<b>Location 2: Bo Win School</b>							
	NOx	ppm	≤ 0.17	0.0015-0.0091	0.005-0.007	<0.001-0.006	0.0006 - 0.0119
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0011-0.0075	0.0104-0.0156	0.0059-0.0069	0.0092 - 0.0108
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.021-0.026	0.071-0.128	0.039-0.057	0.019 - 0.053
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-
<b>Location 3: Pan Saded Nok Temple</b>							
	NOx	ppm	≤ 0.17	0.0041-0.0111	0.009-0.013	0.003-0.018	0.0012 - 0.0083
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0010-0.0055	0.0327-0.0369	0.0320-0.0385	0.0070 - 0.0074
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.026-0.032	0.066-0.082	0.039-0.065	0.027 - 0.056
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	-	-	-	-
<b>WHA CIE 2</b>							
<b>Location 1: Hoobbon Sub-District Hospital</b>							
	NOx	ppm	≤ 0.17	0.0041-0.0142	0.007-0.009	0.0065-0.0159	0.0114-0.0228
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0008-0.0058	0.0041-0.0056	0.0074-0.0096	0.0105-0.0129
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.038-0.068	0.066-0.084	0.033-0.057	0.037-0.064
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.018-0.041	0.038-0.046	0.016-0.033	0.020-0.028
<b>Location 2: Khao Hin Lad Temple</b>							
	NOx	ppm	≤ 0.17	0.0026-0.0100	0.004-0.008	0.0126-0.0211	0.0089-0.0185
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0010-0.0076	0.0042-0.0059	0.0074-0.0094	0.0060-0.0098
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.029-0.057	0.036-0.085	0.027-0.043	0.014-0.022
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.016-0.042	0.028-0.039	0.014-0.025	0.021-0.039
<b>Location 3: Khao Kan Song Moo.3 Community</b>							
	NOx	ppm	≤ 0.17	0.0016-0.0151	0.008-0.011	0.0080-0.0282	0.0045-0.0226
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0010-0.0050	0.0025-0.0031	0.0032-0.0037	0.0038-0.0093
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.031-0.066	0.048-0.068	0.025-0.050	0.034-0.134
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.015-0.044	0.026-0.033	0.012-0.026	0.023-0.077
<b>Location 4: Siri Anusorn Community</b>							
	NOx	ppm	≤ 0.17	0.0036-0.0153	0.011-0.015	0.0067-0.0253	0.0086-0.0413
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0010-0.0093	0.0018-0.0036	0.0047-0.0066	0.0192-0.0376
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.034-0.085	0.064-0.101	0.027-0.131	0.023-0.059
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.041	0.037-0.046	0.015-0.038	0.020-0.037
<b>WHA EIE</b>							

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
<b>Location 1: WHA EIE office</b>							
NOx	ppm	≤ 0.17	0.0015-0.0087	<0.001-0.042	0.0031-0.0315	0.0040-0.0237	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0050-0.0060	0.0063-0.0085	0.0039-0.0061	0.0048-0.0163	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.016-0.049	0.093-0.128	0.031-0.102	0.024-0.079	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.035-0.086	0.045-0.081	0.018-0.050	0.014-0.037	
<b>Location 2: Nong Fab Temple</b>							
NOx	ppm	≤ 0.17	0.0012-0.0088	<0.001-0.006	0.0045-0.0331	0.0194-0.0258	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0042-0.0052	0.0059-0.0091	0.0047-0.0052	0.0107-0.0270	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.030-0.045	0.106-0.138	0.025-0.085	0.016-0.057	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.052-0.081	0.065-0.092	0.012-0.035	0.011-0.035	
<b>Location 3: Map Chalud Temple</b>							
NOx	ppm	≤ 0.17	0.0018-0.0117	<0.001-0.015	0.0026-0.0181	0.033-0.0202	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0047-0.0052	0.0060-0.0062	0.0049-0.0057	0.0026-0.0046	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.014-0.028	0.094-0.146	0.032-0.096	0.020-0.060	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.057-0.090	0.044-0.067	0.021-0.059	0.013-0.037	
<b>WHA RIL</b>							
<b>Location 1: WHA RIL office</b>							
NOx	ppm	≤ 0.17	0.0060-0.0173	0.002-0.019	0.0021-0.0091	<0.0001-0.0022	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0009-0.0032	0.002-0.021	0.0032-0.0039	0.0019-0.0078	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.024-0.052	0.030-0.066	0.039-0.054	0.017-0.032	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.040-0.078	0.010-0.030	0.021-0.032	0.013-0.027	
<b>Location 2: Ban Sam Yak Community</b>							
NOx	ppm	≤ 0.17	0.0009-0.0032	0.004-0.011	0.0004-0.0097	0.0005-0.0149	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0011-0.0034	0.004-0.011	0.0026-0.0047	0.0009-0.0068	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.028-0.071	0.025-0.057	0.030-0.041	0.033-0.072	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.034-0.061	0.014-0.035	0.023-0.033	0.021-0.042	
<b>Location 3: Nong La Lok Community</b>							
NOx	ppm	≤ 0.17	0.0024-0.0153	0.001-0.029	0.0006-0.0128	0.0006-0.0202	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0011-0.0031	0.004-0.010	0.0073-0.0087	<0.0001-0.0027	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.018-0.052	0.040-0.089	0.027-0.040	0.020-0.031	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.028-0.071	0.020-0.034	0.020-0.032	0.012-0.018	
<b>Location 4: Ban Klong Nam Yen Community</b>							
NOx	ppm	≤ 0.17	0.0061-0.0145	0.001-0.009	0.0020-0.0070	0.0012-0.0204	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0009-0.0032	0.003-0.014	0.0026-0.0046	0.0010-0.0037	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	
Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A	
Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.022-0.047	0.032-0.056	0.033-0.052	0.020-0.035	
Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.033-0.066	0.014-0.035	0.020-0.027	0.013-0.021	
<b>WHA SIL</b>							
<b>Location 1: WHA SIL office</b>							
NOx	ppm	≤ 0.17	0.0075-0.0132	0.003-0.040	0.0024-0.0624	0.0107-0.0315	
SOx	mg/m <sup>3</sup>	≤ 0.30	0.0016-0.0045	<0.001-0.008	0.0010-0.0012	0.0003-0.0041	
NOx	Tons	-	N/A	N/A	N/A	N/A	
SOx	Tons	-	N/A	N/A	N/A	N/A	

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.030-0.147	0.083-0.111	0.052-0.099	0.048-0.096
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.054	0.040-0.063	0.030-0.061	0.026-0.048
<b>Location 2: Nong Pla Mo School</b>							
	NOx	ppm	≤ 0.17	0.0031-0.0056	0.002-0.029	0.0016-0.0200	0.0040-0.0257
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0016-0.0035	<0.001-0.003	0.0008-0.0010	0.0008-0.0092
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.030-0.051	0.101-0.167	0.045-0.119*	0.057-0.123
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.014-0.035	0.049-0.082	0.025-0.070*	0.032-0.084
<b>Location 3: Bua Loi Klang School</b>							
	NOx	ppm	≤ 0.17	0.0038-0.0070	<0.001-0.032	0.0012-0.0134	0.0010-0.0279
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0016-0.0034	<0.001-0.002	0.0002-0.0011	0.0002-0.0055
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.031-0.055	0.052-0.096	0.046-0.079	0.036-0.059
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.019-0.029	0.024-0.053	0.026-0.045	0.020-0.033
<b>Location 4: Ban Mai Tung Din Khor School</b>							
	NOx	ppm	≤ 0.17	0.0050-0.0104	0.002-0.029	0.0028-0.0288	0.0015-0.0372
	SOx	mg/m <sup>3</sup>	≤ 0.30	0.0016-0.0038	0.001-0.009	0.0005-0.0006	0.0007-0.0027
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	0.030-0.068	0.067-0.101	0.053-0.102	0.052-0.073
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	0.016-0.031	0.031-0.056	0.019-0.062	0.030-0.046
<b>WHA R36</b>							
<b>Location 1: Charoen Si Rat Temple</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	0.0034-0.0078	0.0056-0.0214
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	0.0045-0.0064	0.0061-0.0088
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.051-0.244	0.082-0.112
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.016-0.068	0.033-0.044
<b>Location 2: Nong Wa Temple</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	0.004-0.0141	0.011-0.023
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	0.0039-0.0073	0.007-0.008
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.017-0.039	0.052-0.072
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.003-0.011	0.032-0.038
<b>Location 3: Prasitharam Temple</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	0.006-0.0137	0.0095-0.0263
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	0.0092-0.0114	0.0083-0.0131
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.028-0.115	0.075-0.109
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.011-0.046	0.030-0.045
<b>Location 4: Nong Rakam Temple</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	0.0036-0.0126	0.0081-0.0168
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	0.004-0.0047	0.0046-0.0096
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.063-0.139	0.057-0.099
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.019-0.062	0.026-0.050
<b>WHA IER</b>							
<b>Location 1: Hin Khong Temple</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	-	0.0009-0.0184

GRI Standard	Performance	Unit	Standard	2022	2023	2024	2025
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	-	0.0010-0.0020
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.034-0.065	0.053-0.105
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.019-0.031	0.028-0.040
<b>Location 2: Moo.11 Ban Sam Noen station 1</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	-	-
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	-	-
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.023-0.034	0.021-0.046
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.012-0.021	0.015-0.038
<b>Location 3: Moo.11 Ban Sam Noen station 2</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	-	0.0010-0.0199
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	-	0.0024-0.0045
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.043-0.084	0.052-0.083
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.019-0.036	0.019-0.042
<b>Location 4: Ban Khot Klang</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	-	0.0028-0.0201
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	-	<0.0001-0.0009
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.025-0.063	0.044-0.147
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.011-0.047	0.021-0.056
<b>Location 5: Wat Piphali Wana ram</b>							
	NOx	ppm	≤ 0.17	N/A	N/A	-	0.0022-0.0179
	SOx	mg/m <sup>3</sup>	≤ 0.3	N/A	N/A	-	0.0021-0.0027
	NOx	Tons	-	N/A	N/A	N/A	N/A
	SOx	Tons	-	N/A	N/A	N/A	N/A
	Volatile organic compounds (VOC)	Kilograms	-	N/A	N/A	N/A	N/A
	Total Suspended Particulate (TSP)	mg/m <sup>3</sup>	≤ 0.33	N/A	N/A	0.034-0.065	0.031-0.049
	Particulate matter10 (PM10)	mg/m <sup>3</sup>	< 0.12	N/A	N/A	0.019-0.031	0.013-0.036

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

#### Biodiversity

GRI Standard	Performance	Unit	2022	2023	2024	2025	
<b>S&amp;P CSA</b>	<b>Biodiversity Exposure &amp; Assessment</b>						
	Total number of sites and the total area used for operational activities	Number	11	11	11	16	
		Area (Hectares)	7,200	7,200	7,200	8,528	
	Total number of sites and total area for operational activities that have conducted biodiversity impact assessments in past 5 years	Number	11	11	11	16	
		Area (Hectares)	7,200	7,200	7,200	8,528	
	Total number of sites and total area of sites assessed in past 5 years are in close proximity to critical biodiversity	Number	2	2	2	2	
		Area (Hectares)	667	667	667	1,141	
	Total number of sites, in close proximity to critical biodiversity, that have biodiversity management plan	Number	2	2	2	2	
		Area (Hectares)	667	667	667	1,141	

#### Environmental Compliance

GRI Standard	Performance	Unit	2022	2023	2024	2025
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307-1	<b>Non-compliance with environmental laws and regulations</b>					
	<b>Total number of violations of legal obligations/regulations</b>	<b>Cases</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	- Significant fines	Baht	0	0	0	0
	- Non-monetary sanctions	Cases	0	0	0	0
	- Case brought through dispute resolution mechanisms	Cases	0	0	0	0

#### Environmental Certificate

GRI Standard	Performance	Unit	2022	2023	2024	2025
FTSE RUSSELL	<b>Sites covered by recognized environmental management systems</b>					
	ISO14001 or EMAS	Sites	12	12	12	12
	ISO9001	Sites	12	12	12	12
	Data Coverage of ISO14001 or EMAS	%	100	100	100	100
	Data Coverage of ISO9001	%	100	100	100	100

Remark: The 12 sites consist of 11 industrial estates/land and one warehouse (WHA Logistics Park 1).

## SOCIAL PERFORMANCE

#### Employment

GRI Standard	Performance	Unit	2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
2-7	<b>Total number of employee</b>	Person	732		796		888		955		
			458	274	506	458	274	506	591	364	
	Thailand		427	251	470	427	251	470	524	329	
		Vietnam	31	23	36	31	23	36	67	35	
	<b>Total employee by age group</b>										
		Below 30 years old	Person	79	45	84	39	103	53	96	61
			% FTEs	17.25	16.42	16.60	13.45	18.46	16.06	16.24	16.76
		30-50 years old	Person	318	197	356	219	400	249	422	267
			% FTEs	69.43	71.90	70.35	75.52	71.68	75.45	71.40	73.35
		Over 50 years old	Person	61	32	66	32	55	28	73	36
			% FTEs	13.32	11.68	13.04	11.03	9.86	8.48	12.35	9.89
	<b>Total employee by level</b>										
	<b>All Management Position</b>										
		Thailand	Person	111	110	132	136	88	100	88	100
		Vietnam		9	10	9	10	14	15	15	16
		<b>Total number of management</b>		196	240	141	146	102	115	103	116
				240		287		217		219	
<b>Top Management</b>											
	Thailand	Person	27	16	23	15	37	44	34	43	
	Vietnam		0	1	1	1	1	1	0	1	
	<b>Total top management</b>		27	17	24	16	38	45	34	44	
			44		40		83		78		
<b>Middle Management</b>											
	Thailand	Person	63	66	72	81	18	14	19	14	
	Vietnam		7	8	6	6	9	8	10	9	
	<b>Total middle management</b>		70	74	78	87	27	22	29	23	
			144		165		49		52		
<b>Junior Management</b>											
	Thailand	Person	21	28	37	40	33	42	35	43	
	Vietnam		2	1	2	3	4	6	5	6	
	<b>Total junior management</b>		23	29	39	43	37	48	40	49	
			52		82		85		89		
<b>Staff</b>											
	Thailand	Person	316	141	325	125	411	197	436	229	

GRI Standard	Performance	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	Vietnam		22	13	27	15	45	18	52	19
	<b>Total staff</b>		<b>338</b>	<b>154</b>	<b>352</b>	<b>140</b>	<b>456</b>	<b>215</b>	<b>488</b>	<b>248</b>
			<b>492</b>		<b>492</b>		<b>671</b>		<b>736</b>	
	<b>Total employee by employment type</b>									
	<b>Permanent employee by region</b>									
	Thailand		423	247	457	261	492	295	517	327
	Vietnam		31	23	36	25	59	33	67	35
	<b>Total permanent employee</b>	Person	<b>454</b>	<b>270</b>	<b>493</b>	<b>286</b>	<b>551</b>	<b>328</b>	<b>584</b>	<b>362</b>
			<b>724</b>		<b>779</b>		<b>879</b>		<b>946</b>	
	<b>Temporary employee by region</b>									
	Thailand		4	4	13	4	7	2	7	2
	Vietnam		0	0	0	0	0	0	0	0
	<b>Total temporary employee</b>	Person	<b>4</b>	<b>4</b>	<b>13</b>	<b>4</b>	<b>7</b>	<b>2</b>	<b>7</b>	<b>2</b>
			<b>8</b>		<b>17</b>		<b>9</b>		<b>9</b>	
	<b>Non-guaranteed hours employee by region</b>									
	Thailand		0	0	0	0	0	0	0	0
	Vietnam		0	0	0	0	0	0	0	0
	<b>Total Non-guaranteed hours employee</b>	Person	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
			<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>	
	<b>Full-time employee by region</b>									
	Thailand		427	251	470	265	499	297	524	329
	Vietnam		31	23	36	25	59	33	67	35
	<b>Total full-time employee</b>	Person	<b>458</b>	<b>274</b>	<b>506</b>	<b>290</b>	<b>558</b>	<b>330</b>	<b>591</b>	<b>364</b>
			<b>732</b>		<b>796</b>		<b>888</b>		<b>955</b>	
	<b>Part-time employee by region</b>									
	Thailand		0	0	0	0	0	0	0	0
	Vietnam		0	0	0	0	0	0	0	0
	<b>Total part-time employee</b>	Person	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
			<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>	

GRI Standard	Performance	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	<b>New employee hires</b>									
	Total number of new employee hires	Person	73	54	84	45	92	68	66	60
			127		129		160		126	
	New hire rate	% of total employee	17.35		16.21		18.02		13.19	
	Open positions filled by internal candidate (internal hires)	%	2.36		1.55		5.63		9.74	
	Average Hiring Cost/ FTE	Baht	19,000.00		21,524.00		20,025.63		26,826.45	
	<b>New employee hires by region</b>									
	Thailand	Person	72	48	77	40	66	59	54	52
		% of total employee	9.84	6.56	9.67	5.03	7.43	6.64	5.65	5.45
	Vietnam	Person	1	6	7	5	26	9	12	8
		% of total employee	0.14	0.82	0.88	0.63	2.93	1.01	1.26	0.84
	<b>New employee hires by nationality</b>									
	Thai	Person	72	48	78	40	66	59	54	52
		% of total employee	9.84	6.56	9.80	5.03	7.43	6.64	5.65	5.45
	Vietnamese	Person	1	6	6	5	26	9	12	8
		% of total employee	0.14	0.82	0.75	0.63	2.93	1.01	1.26	0.84
	American	Person	0	0	0	0	0	0	0	0
		% of total employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Canadian	Person	0	0	0	0	0	0	0	0
		% of total employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	French	Person	0	0	0	0	0	0	0	0
		% of total employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Japanese	Person	0	0	0	0	0	0	0	0
		% of total employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	<b>New employee hires by management level</b>									
	<b>Top Management</b>									
	Thailand	Person	4	2	0	0	2	2	0	0
		% of total employee	0.55	0.27	0.00	0.00	0.23	0.23	0.00	0.00
	Vietnam	Person	0	0	0	0	0	0	0	0
		% of total employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	<b>Middle Management</b>									
	Thailand	Person	13	9	19	10	7	8	9	9
		% of total employee	1.78	1.23	2.39	1.26	0.79	0.90	0.94	0.94
	Vietnam	Person	0	1	1	0	1	2	2	2
		% of total employee	0	0.14	0.13	0.00	0.11	0.23	0.21	0.21
	<b>Junior/ Low level Management</b>									
	Thailand	Person	9	10	8	8	3	13	14	13
		% of total employee	1.23	1.37	1.01	1.01	0.34	1.46	1.47	1.36
	Vietnam	Person	0	1	1	1	3	2	4	2
		% of total employee	0	0.14	0.13	0.13	0.34	0.23	0.42	0.21
	<b>New employee by age</b>									
	Below 30 years old	Person	26	21	30	17	34	27	22	26
		% of total employee	3.55	2.87	3.77	2.14	3.83	3.04	2.30	2.72
	Thailand	Person	26	18	29	14	26	23	20	23
	Vietnam		0	3	1	3	8	4	2	3
	30-50 years old	Person	46	33	53	28	58	41	44	34
		% of total employee	6.28	4.51	6.66	3.52	6.53	4.62	4.61	3.56
Thailand	Person	45	30	47	26	40	36	34	29	

GRI Standard	Performance	Unit	2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Vietnam		1	3	6	2	18	5	10	5	
	Over 50 years old	Person	1	0	1	0	0	0	0	0	
		% of total employee	0.14	0.00	0.13	0.00	0.00	0.00	0.00	0.00	
	Thailand		1	0	1	0	0	0	0	0	
	Vietnam	Persons	0	0	0	0	0	0	0	0	
	<b>Turnover rate</b>										
	Total employee turnover	Person	24	22	26	22	18	18	20	17	
			46		48		36		37		
	Dismissal of Employee	Person	0	0	0	0	0	0	0	0	
	Voluntary Leave	Person	24	22	26	22	18	18	20	17	
	Turnover rate	% of total employee	6.28		6.03		4.05		3.87		
	Voluntary employee turnover	% of total employee	6.28		6.03		4.05		3.87		
	Data coverage (as % of all FTEs globally)	%	100		100		100		100		
	<b>Employee turnover by region</b>										
	Thailand	Person	23	21	24	20	16	16	17	12	
		% of total employee	3.14	2.87	5.25	7.66	3.25	5.42	3.29	3.67	
	Vietnam	Person	1	1	2	2	2	2	3	5	
		% of total employee	0.14	0.14	5.56	8.00	3.39	6.06	4.48	14.29	
	<b>Employee turnover by age</b>										
	Below 30 years old	Person	5	5	11	9	6	8	3	6	
		% of total employee	0.68	0.68	1.38	1.13	0.68	0.90	0.31	0.63	
	30-50 years old	Person	18	17	13	12	11	10	17	11	
		% of total employee	2.46	2.32	1.63	1.51	1.24	1.13	1.78	1.15	
	Over 50 years old	Person	1	0	2	1	0	1	0	0	
		% of total employee	0.14	0.00	0.25	0.13	0.00	0.11	0.00	0.00	
	<b>Turnover by management level</b>										
	<b>Top Management</b>										
	Thailand	Person	1	1	1	0	1	1	4	1	
		% of total employee	0.14	0.14	0.13	0	0.11	0.11	0.42	0.10	
	Vietnam	Person	0	0	0	0	0	0	0	0	
		% of total employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	<b>Middle Management</b>										
	Thailand	Person	4	6	4	3	4	3	2	0	
		% of total employee	0.55	0.82	0.50	0.38	0.45	0.34	0.21	0.00	
	Vietnam	Person	1	0	0	1	0	1	1	2	
		% of total employee	0.14	0.00	0.00	0.13	0.00	0.11	0.10	0.21	
	<b>Junior/ Low level Management</b>										
	Thailand	Person	3	2	2	4	0	2	2	3	
		% of total employee	0.41	0.27	0.25	0.50	0.00	0.23	0.21	0.31	
	Vietnam	Person	0	0	0	1	0	0	2	1	
		% of total employee	0.00	0.00	0.00	0.13	0.00	0.00	0.21	0.10	
401-3	<b>Parental leave</b>										
	Employee that were entitled to parental leave	Person	-	274	-	286	551	328	592	364	
	WHA Logistics		-	90	-	94	75	106	95	163	
	WHA Industrial Development		-	143	-	148	288	169	290	143	
	WHA Utilities and Power		-	37	-	37	169	45	181	49	
	WHA Digital		-	4	-	7	19	8	26	9	
	Total employee that took parental leave		Person	-	7	-	6	7	6	20	7
	WHA Logistics	-	4	-	1	-	2	1	2		

GRI Standard	Performance	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	WHA Industrial Development		-	3	-	5	6	3	11	5
	WHA Utilities and Power		-	0	-	0	1	0	7	0
	WHA Digital		-	0	-	0	-	1	1	0
	<b>Total employee that returned to work in the reporting period after parental leave ended</b>	Person	-	7	-	6	7	6	20	7
	WHA Logistics		-	4	-	1	-	2	1	2
	WHA Industrial Development		-	3	-	5	6	3	11	5
	WHA Utilities and Power		-	0	-	0	1	0	7	0
	WHA Digital		-	0	-	0	-	1	1	0
	<b>Total employee that returned to work after parental leave ended that were still employed 12 months after their return to work</b>	Person	-	7	-	6	7	6	20	7
	WHA Logistics		-	4	-	1	-	2	1	2
	WHA Industrial Development		-	3	-	5	6	3	11	5
	WHA Utilities and Power		-	0	-	0	1	0	7	0
	WHA Digital		-	0	-	0	-	1	1	0
	<b>Total return to work rate</b>	%	-	100	-	100	-	100	-	100
	WHA Logistics		-	100	-	100	-	100	100	100
	WHA Industrial Development		-	100	-	100	-	100	100	100
	WHA Utilities and Power		-	-	-	-	-	-	100	0
	WHA Digital		-	-	-	-	-	100	100	0
	<b>Total retention rate</b>	%	-	100	-	100	-	100	-	100
	WHA Logistics		-	100	-	100	-	100	100	100
WHA Industrial Development	-		100	-	100	-	100	100	100	
WHA Utilities and Power	-		-	-	-	-	-	100	0	
WHA Digital	-		-	-	-	-	100	100	0	
<b>404-1 Employee training</b>										
Total number of training hours provided to employee	Hours	18,798		21,730		31,659.07		26,022.00		
		11,383	7,415	12,970	8,761	19,467.17	12,191.90	16,576.50	9,445.50	
Average hours of training and development	Hours/FT E/Year	25.68		27.30		35.65		27.25		
		26.66	29.54	25.63	30.21	34.89	36.95	28.05	25.95	
Average days of training and development	Days/FT E/Year	1.07		1.14		1.49		1.14		
		1.11	1.23	1.07	1.26	1.45	1.54	1.17	1.08	
Average amount spent on FTE on training and development	Baht	9,520.85		13,472.24		14,641.12		4,366.07		
		8,847.43	12,714.80	12,437.34	15,277.95	12,759.37	17,822.99	5,291.79	2,863.04	
<b>Total number of training hours provided to employee by business units</b>										
WHA Industrial Development	Hours	5,007	3,692	6,330	4,269	9,463.58	6,242.72	7,055.00	3,356.00	
WHA Utilities and Power		3,443	924	4,222	1,117	6,362.63	1,401.58	5,911.50	1,405.50	
WHA Logistics		2,472	2,638	2,076	3,240	3,002.43	4,305.07	2,962.00	4,407.00	
WHA Digital		459	158	342.0	136	638.52	242.53	581.00	145.50	
WHA Mobility		-	-	-	-	-	-	67.00	131.50	
<b>Average training hours by business units</b>										
WHA Industrial Development	Hours	29.84	36.51	24.63	28.08	39.11	44.27	24.33	23.47	
WHA Utilities and Power		30.41	31.67	26.22	30.18	39.03	33.37	32.84	28.68	
WHA Logistics		38.62	29.31	28.43	34.46	40.03	40.61	31.85	27.89	
WHA Digital		38.25	39.50	22.80	19.43	33.61	30.32	22.35	16.17	
WHA Mobility		-	-	-	-	-	-	33.50	26.30	
<b>Average hours of training by employee category</b>										
<b>Total number of executives</b>	Person	44		40		83		78		
Total number of training hours provided to executives	Hours	2,026.00		938.50		2,060.20		1,268.00		
Average hours of training for executives	Hours	46.05		23.46		24.82		16.26		

GRI Standard	Performance	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	<b>Total number of middle management</b>	Person	144		165		49		52	
	Total number of training hours provided to middle management	Hours	7,564.50		5,392.00		7,254.10		4,922.50	
	Average hours of training for middle management	Hours	52.53		32.68		148.04		94.66	
	<b>Total number of junior management</b>	Person	52		82		85		89	
	Total number of training hours provided to junior management	Hours	232.00		2,279.50		2,675.23		2,423.00	
	Average hours of training for junior management	Hours	4.46		27.80		31.47		27.22	
	<b>Total number of staff</b>	Person	492		492		671		736	
	Total number of training hours provided to staffs	Hours	8,975.00		13,120.00		19,669.53		17,408.50	
	Average hours of training for staffs	Hours	18.24		26.67		29.31		23.65	
	<b>Average hours of training by age group</b>									
	Below 30 years old	Hours/F TE/Year	19.18	26.44	28.75	32.65	26.99	30.01	34.03	29.41
	30-50 years old		27.16	17.06	25.24	29.95	37.13	37.25	27.80	26.34
	Over 50 years old		20.18	17.06	20.05	25.25	33.38	47.40	21.60	17.22
	<b>Average hours of training by training type</b>									
	In-house training	Hours/F TE/Year	22.00	25.00	23.75	28.81	31.43	34.24	24.49	22.89
	Public training		3.00	2.00	1.88	1.40	3.46	2.71	3.56	3.05
	<b>Average hours of training by nationality</b>									
	Thai	Hours/F TE/Year	26.66	29.54	26.04	31.49	36.74	38.45	31.02	27.68
	Others		0.00	0.00	25.63	30.21	19.20	23.38	4.82	9.70
	<b>Human Capital Return on Investment</b>									
	Human Capital Return on Investment (Normalized Basis)	Times	12.25		13.33		12.2		12.64	
	Human Capital Return on Investment (Reported Basis)	Times	12.25		13.34		12.2		12.73	
404-3	<b>Employees receiving regular performance and career development reviews</b>									
	<b>Total number of employee receiving regular performance and career development reviews by gender</b>	Person	454	270	493	286	551	328	584	362
		%	99.13	98.54	97.43	98.62	98.75	99.39	98.82	99.45
	<b>Performance review by employee category</b>									
	<b>Total number of executives who received regular performance and career development reviews</b>	Person	44		40		44		78	
	WHA Logistics		15		14		16		51	
	WHA Industrial Development		20		18		22		21	
	WHA Utilities & Power		8		7		5		4	
	WHA Digital		1		1		1		2	
	WHA Mobility		-		-		-		0	
	<b>Percentage of executive receiving regular performance and career development reviews by employee category</b>	%	100.00		100.00		100.00		100.00	
	<b>Total number of middle management who received regular performance and career development reviews</b>	Person	138		165		183		53	
	WHA Logistics		49		61		63		11	
WHA Industrial Development	63		73		78		29			
WHA Utilities & Power	24		26		38		12			

GRI Standard	Performance	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	WHA Digital		2		5		4		1	
	WHA Mobility		-		-		-		0	
	Percentage of middle management who received regular performance and career development reviews	%	95.83		100.00		99.46		101.92	
	Total number of junior management who received regular performance and career development reviews	person	50		82		102		89	
	WHA Logistics		20		27		31		37	
	WHA Industrial Development		21		39		54		24	
	WHA Utilities & Power		8		14		15		22	
	WHA Digital		1		2		2		4	
	WHA Mobility		-		-		-		2	
	Percentage of junior management who received regular performance and career development reviews	%	96.15		100.00		100.00		100.00	
	Total number of staffs who received regular performance and career development reviews	Person	492		492		550		727	
	WHA Logistics		70		64		70		148	
	WHA Industrial Development		269		267		303		357	
	WHA Utilities & Power		141		147		157		189	
	WHA Digital		12		14		20		28	
	WHA Mobility		-		-		-		5	
	Percentage of staffs who received regular performance and career development reviews	%	100.00		100.00		98.57		98.78	
<b>Trend of Employee Engagement</b>										
	Employee Engagement	% of actively engaged employee	75		73		85		78	
	Employee Engagement Target 2025		76							
	Data Coverage	% of total employee	99		99		97		98	
	Data Coverage Target 2025		100							

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

Labor Practice Indicator

GRI Standard	Performance	Unit	2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
405-1	<b>Total number of governance bodies members</b>	<b>Person</b>	<b>9</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>10</b>	<b>3</b>	
	WHA Logistics		3	1	2	1	2	1	5	1	
	WHA Industrial Development	Person	3	0	2	0	2	1	2	2	
	WHA Utilities and Power		3	0	3	0	3	0	3	0	
	WHA Digital		0	0	0	0	0	0	0	0	
	Diversity of governance bodies by gender	%	90.00	10.00	87.50	12.50	77.78	22.22	76.92	23.08	
	<b>Diversity of governance bodies by age group</b>										
	Below 30 years old	Person		0		0		0		0	
		%		0.00		0.00		0.00		0.00	
	30-50 years old	Person		3		3		4		3	
		%		30.00		37.50		44.44		23.08	
	Over 50 years old	Person		7		5		5		10	
		%		70.00		62.50		55.56		76.92	
	<b>Diversity of total workforce by age group</b>										
	Below 30 years old	Person		79		45		84		39	
		% FTEs		17.25		16.42		10.55		4.90	
	30-50 years old	Person		318		197		356		219	
		% FTEs		69.43		71.90		44.72		27.51	
	Over 50 years old	Person		61		32		66		32	
		% FTEs		13.32		11.68		8.29		4.02	
	<b>Diversity of employee by gender</b>										
	Top management	Person		27		17		24		16	
		% FTEs		61.36		38.64		3.02		2.01	
	Middle management	Person		70		74		78		87	
		% FTEs		48.61		51.39		9.80		10.93	
Junior management	Person		23		29		39		43		
	% FTEs		44.23		55.77		4.90		5.40		
Staff	Person		338		154		352		140		
	% FTEs		68.70		31.30		44.22		17.59		
<b>Diversity of employee by level and age group</b>											
<b>Top management</b>											
Below 30 years old	Person		0		0		0		0		
	% FTEs		0		0		0		0		
30-50 years old	Person		26		23		63		54		
	% FTEs		59.09		8.01		29.03		24.66		
Over 50 years old	Person		18		15		18		24		
	% FTEs		40.91		5.23		8.29		10.96		
<b>Total of top management</b>	<b>Person</b>		<b>44</b>		<b>38</b>		<b>81</b>		<b>78</b>		
<b>Middle management</b>											
Below 30 years old	Person		1		0		0		0		
	% FTEs		0.69		0		0		0		
30-50 years old	Persons		120		132		42		43		
	% FTEs		83.33		45.99		19.35		19.63		
Over 50 years old	Person		23		21		7		9		
	% FTEs		15.97		7.32		3.23		4.11		
<b>Total of middle management</b>	<b>Person</b>		<b>144</b>		<b>153</b>		<b>49</b>		<b>52</b>		
<b>Junior management</b>											
Below 30 years old	Person		2		0		3		1		
	% FTEs		3.85		0		1.38		0.46		
30-50 years old	Person		47		70		80		84		
	% FTEs		90.38		24.39		36.87		38.36		
Over 50 years old	Person		3		7		4		4		
	% FTEs		5.77		2.44		1.84		1.83		
<b>Total of junior management</b>	<b>Person</b>		<b>52</b>		<b>77</b>		<b>87</b>		<b>89</b>		
<b>Staff</b>											
Below 30 years old	Person		121		111		155		156		

GRI Standard	Performance	Unit	2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
		% FTEs	24.59		13.94		17.45		16.34		
	30-50 years old	Person	322		294		462		508		
		% FTEs	65.45		36.93		52.03		53.19		
	Over 50 years old	Person	49		45		54		72		
		% FTEs	9.96		5.65		6.08		7.54		
	<b>Total of staff</b>	<b>Person</b>	<b>492</b>		<b>450</b>		<b>671</b>		<b>736</b>		
	<b>Employee with disabilities</b>										
	<b>Total</b>	Person	0	0	1	0	1	0	1	0	
		% of total employee	0.00	0.00	0.13	0.00	0.11	0.00	0.10	0.00	
	<b>Share of women in total workforce</b>										
	Share of women in total workforce	Person	0	274	0	290	-	330	-	364	
	Share of women in total workforce	% of total workforce	0	37.43	0	36.43	-	37.16	-	38.12	
	<b>Target 2025</b>	<b>%</b>	<b>40</b>								
	Share of women in all management positions, including junior, middle and top management	Person	0	124	0	146	-	115	-	132	
	Share of women in all management positions, including junior, middle and top management	% of total management positions	0	51.67	0	50.87	-	53.00	-	60.27	
	<b>Target 2025</b>	<b>%</b>	<b>50</b>								
	Share of women in junior management positions, i.e. first level of management	Person	0	25	0	43	-	48	-	55	
	Share of women in junior management positions, i.e. first level of management	% of total junior management positions	0	48.08	0	52.44	-	56.47	-	61.80	
	<b>Target 2025</b>	<b>%</b>	<b>50</b>								
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	Person	0	16	0	16	-	45	-	45	
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	% of total top management positions	0	36.36	0	40.00	-	54.22	-	57.69	
	<b>Target 2025</b>	<b>%</b>	<b>45</b>								
	Share of women in management positions in revenue-generating functions (e.g. sales)	Person	0	24	0	32	-	37	-	21	
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	48.00	0	56.14	-	56.06	-	30.43		
<b>Target 2025</b>	<b>%</b>	<b>50</b>									
Share of women in STEM-related positions <sup>1</sup>	Person	0	97	0	106	-	136	-	153		
Share of women in STEM-related positions <sup>1</sup>	% of total STEM positions	0	54.19	0	60.57	-	40.48	-	41.69		
<b>Target 2025</b>	<b>%</b>	<b>55</b>									
<b>S&amp;P CSA</b>	<b>Breakdown based on Nationality: Thailand</b>										
Share in total workforce	Person	423	251	470	265	497	297	525	329		
Share in total workforce	% of total workforce	57.79	34.29	59.05	33.29	55.97	33.45	59.12	37.05		

GRI Standard	Performance	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	Share in all management positions, including junior, middle and senior management	Person	111	110	132	136	140	161	89	100
	Share in all management positions, including junior, middle and senior management	% of total management workforce	15.16	15.03	45.83	47.22	42.42	48.79	26.97	30.30
<b>Breakdown based on Nationality: Others</b>										
	Share in total workforce (American)	Person	1	0	0	0	0	0	0	0
		% of total workforce	0.14	0	0	0	0.00	0.00	0.00	0.00
	Share in all management positions, including junior, middle and senior management (American)	Person	1	0	0	0	0	0	0	0
		% of total management workforce	0.42	0	0	0	0.00	0.00	0.00	0.00
	Share in total workforce (Canadian)	Person	1	0	1	0	0	0	0	0
		% of total workforce	0.14	0	0.13	0	0.00	0.00	0.00	0.00
	Share in all management positions, including junior, middle and senior management (Canadian)	Person	1	0	1	0	0	0	0	0
		% of total management workforce	0.42	0	0.35	0	0.00	0.00	0.00	0.00
	Share in total workforce (French)	Person	1	0	1	0	1	0	0	0
		% of total workforce	0.14	0	0.13	0	0.11	0.00	0.00	0.00
	Share in all management positions, including junior, middle and senior management (French)	Person	1	0	1	0	1	0	0	0
		% of total management workforce	0.42	0	0.35	0	0.30	0.00	0.00	0.00
	Share in total workforce (Vietnamese)	Person	31	23	33	25	59	33	61	35.00
		% of total workforce	4.23	3.14	4.15	3.14	6.64	3.72	6.41	3.68
	Share in all management positions, including junior, middle and senior management (Vietnamese)	Person	0	1	7	10	13	14	13	16
		% of total management workforce	0	0.42	2.43	3.47	3.94	4.24	5.94	7.31
	Share in total workforce (Japanese)	Person	1	0	1	0	1	0	1	0
		% of total workforce	0.14	0	0.13	0	0.11	0.00	0.11	0.00
	Share in all management positions, including junior, middle and senior management (Japanese)	Person	1	0	1	0	1	0	1	0
		% of total management workforce	0.42	0	0.35	0	0.30	0.00	0.46	0.00
<b>405-2</b>	<b>Ratio of basic salary and remuneration of women to men</b>									
	Executive level (base salary only) <sup>2</sup>		0.68		0.90		1.59		1.34	
	Executive level (base salary + other cash incentives) <sup>2</sup>		0.71		1.19		1.91		1.36	
	Management level (base salary only) <sup>2</sup>	-	1.37		0.94		0.96		1.06	
	Management level (base salary + other cash incentives) <sup>2</sup>		1.21		0.97		0.97		1.09	
	Non-management level (base salary only) <sup>2</sup>		1.19		1.45		1.38		1.35	

Remarks : <sup>1</sup>The stem data Y2024 cannot be compared to the past due to the new classification in Y2024.

<sup>2</sup>The data Y2024 cannot be compared to the past due to the new classification in Y2024.

## Collective Bargaining Agreements

GRI Standard	Performance	Unit	2022	2023	2024	2025
2-30	<b>Freedom of Association</b>					
	Percentage of total employee covered by collective bargaining agreements	% of total employee	100	100	100	100

## Human Rights

GRI Standard	Performance	Unit	2022	2023	2024	2025
S&P CSA	<b>Operations that have been subjected to human rights review or impact assessments</b>					
	<b>Human Rights Assessment in Own Operations (including Joint Ventures with management control)</b>					
	A. % of total assessed in Own Operation	Sites	11	11	14	14
		% of Sites	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Sites	11	11	14	14
		% of Sites	100	100	100	100
	C. % of total assessed (of B.) with mitigation actions taken	Sites	11	11	14	14
		% of Sites	100	100	100	100
	<b>Human Rights Assessment in Contractors and Tier-1 Suppliers</b>					
	A. % of total assessed in Contractors and Tier-1 Suppliers	Contractors and Tier-1 Suppliers	594	583	680	673
		% of Contractors and Tier-1 Suppliers	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Contractors and Tier-1 Suppliers	0	0	0	0
		% of Contractors and Tier-1 Suppliers	0	0	0	0
	C. % of total assessed (of B.) with mitigation actions taken	Contractors and Tier-1 Suppliers	0	0	0	0
		% of Contractors and Tier-1 Suppliers	0	0	0	0
	<b>Human Rights Assessment in Joint Ventures (including stakes above 10%, and without management control)</b>					
	A. % of total assessed in Joint Ventures	Joint Ventures	32	32	32	37
		% of Joint Ventures	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	Joint Ventures	0	0	0	0
		% of Joint Ventures	0	0	0	0
	C. % of total assessed (of B.) with mitigation actions taken	Joint Ventures	0	0	0	0
% of Joint Ventures		0	0	0	0	
-	<b>Employee training on human rights policies or procedures</b>					
Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Hours	100	82	127	110	
	% of employee trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	% of total workforce	100	100	100	100

Community Development

GRI Standard	Performance	Unit	2022	2023	2024	2025
413-1	<b>Industrial estates with community engagement</b>					
	<b>Total number of industrial estates/ lands</b>	<b>Operation unit</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>15</b>
	- Industrial estates/ lands involved with local community engagement	Operation unit	11	12	12	15
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with social impact assessment	Operation unit	10	12	12	15
		%	81.81	100.00	100.00	100.00
	- Industrial estates/ lands with environmental impact assessments and ongoing monitoring	Operation unit	11	12	12	15
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with public disclosure of results of environmental and social impact assessments	Operation unit	9	12	12	15
		%	81.81	100.00	100.00	100.00
	- Industrial estates/ lands involved with local community development programs based on local communities' needs	Operation unit	11	12	12	15
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with broad based local community consultation committees and processes that include vulnerable groups	Operation unit	11	12	12	15
		%	100.00	100.00	100.00	100.00
	- Industrial estates/ lands involved with works councils, occupational health and safety committees	Operation unit	11	12	12	15
		%	100.00	100.00	100.00	100.00
	<b>Type of Philanthropic Activities</b>					
	<b>Total type of philanthropic activities</b>	<b>% of total cost</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
<b>A) Charitable donations</b>	% of total cost	<b>32.85</b>	<b>19.77</b>	<b>15.48</b>	<b>11.57</b>	
WHA Logistics		0.00	0.00	0.00	0.00	
WHA Industrial Development		6.09	12.85	10.60	7.52	
WHA Utilities & Power		25.95	6.92	5.42	4.05	
WHA Digital		0.00	0.00	0.00	0.00	
WHA Mobility		N/A	N/A	N/A	0.00	
<b>B) Community investment</b>	% of total cost	<b>27.50</b>	<b>19.60</b>	<b>24.54</b>	<b>26.87</b>	
WHA Logistics		0.00	0.00	0.00	0.00	
WHA Industrial Development		5.78	12.74	15.95	17.47	
WHA Utilities & Power		21.73	6.86	8.59	9.40	
WHA Digital		0.00	0.00	0.00	0.00	
WHA Mobility		N/A	N/A	N/A	0.00	
<b>C) Community initiatives</b>	% of total cost	<b>39.65</b>	<b>60.62</b>	<b>-59.98</b>	<b>61.56</b>	
WHA Logistics		0.00	0.00	0.00	0.00	
WHA Industrial Development		8.33	39.41	38.99	40.02	
WHA Utilities & Power		31.33	21.22	-20.99	21.55	
WHA Digital		0.00	0.00	0.00	0.00	
WHA Mobility		N/A	N/A	N/A	0.00	
<b>Philanthropic Contributions</b>						
<b>Total amount of Cash contributions</b>	Million Baht	<b>8.06</b>	<b>8.24</b>	<b>7.06</b>	<b>5.78</b>	
WHA Logistics		0.00	0.00	0.00	0.00	
WHA Industrial Development		1.69	5.36	4.59	3.76	
WHA Utilities & Power		6.37	2.89	2.47	2.02	
WHA Digital		0.00	0.00	0.00	0.00	
WHA Mobility		N/A	N/A	N/A	0.00	
<b>Total amount of Time: employee volunteering during paid working hours</b>	Million Baht	<b>13.28</b>	<b>17.97</b>	<b>20.27</b>	<b>26.64</b>	
WHA Logistics		2.08	3.41	3.86	5.91	

GRI Standard	Performance	Unit	2022	2023	2024	2025	
	WHA Industrial Development		7.24	8.91	9.11	13.98	
	WHA Utilities & Power		3.93	5.61	7.28	5.94	
	WHA Digital		0.03	0.04	0.02	0.81	
	WHA Mobility		N/A	N/A	N/A	0.00	
	<b>Total amount of In-kind giving: product or services donations, projects/partnerships or similar</b>	Million Baht	<b>6.75</b>	<b>8.17</b>	<b>-11.20</b>	<b>13.43</b>	
	WHA Logistics		0.00	0.00	0.00	0.00	
	WHA Industrial Development		1.42	5.31	7.28	8.73	
	WHA Utilities & Power		5.33	2.86	3.92	4.70	
	WHA Digital		0.00	0.00	0.00	0.00	
	WHA Mobility		N/A	N/A	N/A	0.00	
	<b>Total amount of Management overheads</b>		Million Baht	<b>8.22</b>	<b>11.54</b>	<b>12.87</b>	<b>12.93</b>
	WHA Logistics			0.00	-0.00	-0.00	0.00
	WHA Industrial Development	1.73		7.50	-8.37	8.40	
	WHA Utilities & Power	6.49		4.04	-4.51	4.53	
	WHA Digital	0.00		0.00	-0.00	0.00	
	WHA Mobility	N/A		N/A	N/A	0.00	

### Occupational Health and Safety

GRI Standard	Performance	Unit	2022	2023	2024	2025
403-8	<b>Number of worker who covered by an occupational health and safety management system</b>					
	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	-		-	-	-	
FTSE RUSSELL	<b>The number of employee and contractor</b>					
	<b>Employee</b>	Person	<b>405</b>	<b>426</b>	<b>449</b>	<b>954</b>
	WHA Logistics		29	25	41	471
	WHA Industrial Development		199	207	211	225
	WHA Utilities & Power		174	192	194	216
	WHA Digital		3	2	3	35
	WHA Mobility		N/A	N/A	N/A	7
	<b>Contractor</b>		<b>3,989</b>	<b>3,894</b>	<b>5,202</b>	<b>3,272</b>
	WHA Logistics		2,113	1,515	2,174	1,605
	WHA Industrial Development		1,542	2,020	2,589	1,150
	WHA Utilities & Power		299	344	432	500
	WHA Digital		35	15	7	17
WHA Mobility	N/A		N/A	N/A	0	
403-9	<b>The number of hours worked</b>					
	<b>Employee</b>	Hours	<b>1,185,274</b>	<b>1,178,004</b>	<b>1,293,129</b>	<b>2,268,065</b>
	WHA Logistics		149,250	65,960	85,776	994,482
	WHA Industrial Development		583,743	594,368	659,074	709,795
	WHA Utilities & Power		444,553	511,938	541,054	556,564
	WHA Digital		7,728	5,738	7,225	7,224
	WHA Mobility		N/A	N/A	N/A	0
	<b>Contractor</b>		<b>8,345,341</b>	<b>7,415,504</b>	<b>5,533,238</b>	<b>8,204,908</b>
	WHA Logistics		4,461,919	3,410,663	4,592,520	3,390,692
	WHA Industrial Development		3,086,284	3,076,171	2,865,094	3,320,262
	WHA Utilities & Power		695,813	885,540	921,218	1,459,778
	WHA Digital		101,325	43,130	19,500	34,176
	WHA Mobility		N/A	N/A	N/A	0

GRI Standard	Performance	Unit	2022	2023	2024	2025	
<b>Lost time injury frequency rate (LTIFR) – Employee</b>							
	<b>Employee</b>		<b>1.61</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
	WHA Logistics	Case per 1,000,000 hours worked	0.00	0.00	0.00	0.00	
	WHA Industrial Development		5.14	0.00	0.00	0.00	
	WHA Utilities and Power		0.00	0.00	0.00	0.00	
	WHA Digital		0.00	0.00	0.00	0.00	
	WHA Mobility		N/A	N/A	N/A	0.00	
	Data coverage		% of employee	100.00	100	100	100
<b>Lost time injury frequency rate (LTIFR) – Contractor</b>							
	<b>Contractor</b>		<b>0.35</b>	<b>0.27</b>	<b>0.52</b>	<b>0.12</b>	
	WHA Logistics	Case per 1,000,000 hours worked	0.22	0.31	0.09	0.00	
	WHA Industrial Development		0.32	0.27	0.17	0.00	
	WHA Utilities and Power		1.44	0.00	0.26	0.69	
	WHA Digital		0.00	0.00	0.00	0.00	
	WHA Mobility		N/A	N/A	N/A	0.00	
	Data coverage		% of Contractor	100.00	100	100	100
<b>Number of high consequences work related injuries</b>							
	<b>Employee</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
	WHA Logistics	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 Digital		0.00	0.00	0.00	0.00	
	WHA Mobility		N/A	N/A	N/A	0.00	
	<b>Contractor</b>			<b>0.19</b>	<b>0.00</b>	<b>0.11</b>	<b>0.12</b>
	WHA Logistics			0.00	0.00	0.00	0.00
	WHA Industrial Development			0.29	0.00	0.11	0.00
	WHA Utilities and Power			0.00	0.00	0.00	0.69
	WHA Digital			0.00	0.00	0.00	0.00
	WHA Mobility			N/A	N/A	N/A	0.00
<b>Number of recordable work-related injuries</b>							
	<b>Employee</b>		<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	
	WHA Logistics	Case	0	0	0	0	
	WHA Industrial Development		3	0	0	0	
	WHA Utilities and Power		0	1	0	1	
	WHA Digital		0	0	0	0	
	WHA Mobility		N/A	N/A	N/A	0.00	
	<b>Contractor</b>			<b>3</b>	<b>2</b>	<b>6</b>	<b>1</b>
	WHA Logistics			1	1	1	0
	WHA Industrial Development			1	0	2	0
	WHA Utilities and Power			1	1	3	1
	WHA Digital			0	0	0	0
	WHA Mobility			N/A	N/A	N/A	0.00
<b>Fatalities as a result of work-related injury</b>							
	Employee	Person	0	0	0	0	
	Data Coverage	% of employee	100	100	100	100	
	Contractor	Person	0	0	0	0	
	Data Coverage	% of contractor	100	100	100	100	
<b>Absentee Rate as a result of work-related injury</b>							
	Employee	% of total days scheduled	0	0	0	0	
	<b>Target 2025</b>	<b>% of total days scheduled</b>	<b>0</b>				
	Data Coverage	% of employee	100	100	100	100	
<b>Absentee Rate</b>							
	Employee	% of total days scheduled	0.99	1.30	1.17	1.13	
	<b>Target 2025</b>	<b>% of total days scheduled</b>	<b>1.15</b>				
	Data Coverage	% of employee	100	100	100	100	

GRI Standard	Performance	Unit	2022	2023	2024	2025
403-10	<b>Fatalities as a result of work-related ill health</b>					
	<b>Employee</b>	Person	0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Digital		0	0	0	0
	WHA Mobility		N/A	N/A	N/A	0.00
	<b>Contractor</b>		0	0	0	0
	WHA Logistics		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	0
	WHA Digital		0	0	0	0
	WHA Mobility		N/A	N/A	N/A	0.00
	<b>Number of recordable work-related ill health</b>					
	<b>Employee</b>	Cases	0	0	0	1
	WHA Logistics		0	0	0	0
	WHA Industrial Development		0	0	0	0
	WHA Utilities and Power		0	0	0	1
	WHA Digital		0	0	0	0
	<b>Contractor</b>		0	2	1	1
	WHA Logistics		0	1	0	0
	WHA Industrial Development		0	1	1	0
	WHA Utilities and Power		0	0	0	1
	WHA Digital		0	0	0	0
WHA Mobility	N/A		N/A	N/A	0.00	

#### OHSMS Training

GRI Standard	Performance	Unit	2022	2023	2024	2025
FTSE RUSSELL	<b>Safety training</b>					
	Staff trained on safety	Person	137	134	640	253
	Staff trained (General training which includes safety)	Person	184	174	730	228

#### OHSMS Certification

GRI Standard	Performance	Unit	2022	2023	2024	2025
FTSE RUSSELL	<b>Sites covered by recognized occupational health and safety (OHS) management systems</b>					
	ISO45001:2018	Site	N/A	N/A	N/A	12
	Data coverage of ISO45001:2018	%	N/A	N/A	N/A	100

Remark: The 12 sites consist of 11 industrial estates/land and one warehouse (WHA Logistics Park 1).