

# **Performance Summary**

## **ECONOMIC PERFORMANCE**

GRI Standard	Performance	Unit	2020	2021	2022	2023			
201-1	Direct economic value generated and distributed								
	Direct economic value generated	N ATHE		I	1	1			
	Revenue	Million Baht	2,564.23	2,498.16	2,598.84	4,161.91			
	Economic value distributed								
	Operating cost		1,150.69	1,421.21	1,564.01	1,663.88			
	Employee wages and benefits	Million	111.02	128.73	182.27	212.39			
	Annual dividend payment	Baht	965.81	965.81	841.50	612.00			
	Payment to the government	Bant	54.04	44.54	50.72	70.74			
	Social investment		16.31	12.61	16.28	10.12			
	Economic value retained	Million Baht	266.36	74.74	55.94	1,592.78			
205-2	<b>Anti-Corruption</b>								
	Communication and training on anti-corruption policy to		oody members						
	Number of governance body members	%	100	100	100	100			
	Communication and training on anti-corruption policy to	employees							
	Number of employees	%	100	100	100	100			
	Communication on anti-corruption policy to business par								
	Number of business partners	%	100	100	100	100			
205-3	Confirmed incidents of corruption								
	Total number of confirmed incidents of corruption	Case	0	0	0	0			
	Number of employees who dismissed due to corruption	Person	0	0	0	0			
	Total number of confirmed incidents when contracts with								
	business partners were terminated or not renewed due to	Case	0	0	0	0			
	violations related to corruption								
	Public legal cases regarding corruption	Case	0	0	0	0			
	Anti-competitive practice								
	Total amount of fines and settlements	Baht	0	0	0	0			
	Total amount of fines and settlements	% of revenues	0	0	0	0			
	Corruption and Bribery Cases								
	Total number of confirmed incidents of corruption	Case	0	0	0	0			
	Employees who were dismissed due to corruption	Person	0	0	0	0			
	Business partners who were terminated or not renewed due to corruption	Number	0	0	0	0			
	Public legal cases regarding corruption (public investigations, prosecution or close cases)	Case	0	0	0	0			
	Violations of Business Ethics								
	Violations received from grievance mechanisms specified by the company	Case	0	0	0	0			
	Violations that are in the process of being resolved	Case	0	0	0	0			
	Violations that have been resolved	Case	0	0	0	0			
	Confirmed incidents of Discrimination or Harassment								
	Total number of confirmed incidents of Discrimination or Harassment	Case	0	0	0	0			
	Confirmed incidents of Conflicts of Interest								
	Total number of confirmed incidents of Conflicts of Interest	Case	0	0	0	0			
	Confirmed incidents of Conflicts of Money Laundering or		_						
	Total number of confirmed incidents of Money Laundering or Insider trading	Case	0	0	0	0			
	Written/Digital Acknowledgement of codes of conduct (%	Ì							
	Employees	%		100	100	100			
	Contractors/ Suppliers/ Service Providers	1 %		100	100	100			



GRI Standard	Performance	Unit	2020	2021	2022	2023		
	Subsidiaries			100	100	100		
205-3	Joint Ventures (including stakes above 10%)			100	100	100		
203-3	Training Provided							
	Employees			100	100	100		
	Contractors/ Suppliers/ Service Providers	%		100	100	100		
	Subsidiaries	70		100	100	100		
	Joint Ventures (including stakes above 10%)			100	100	100		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Case	0	0	0	0		

# **Supply Chain Management**

308-1	Supplier Environment Assessment			2021	2022	2023			
	Supplier Environment Assessment								
	New suppliers that were screened using environmental criteria		1						
	New suppliers	Number	1	0	4	0			
	New suppliers that were screened using environmental criteria	Number %	0	0 N/A	100	0			
308-2	Negative environmental impacts in the supply chain and actions taken								
	Total number of suppliers assessed for environmental impacts	Number	9	16	14	12			
	Suppliers identified as having significant actual and potential	Number	0	0	0	0			
	negative environmental impacts.	Percentage	0	0	0	0			
414-1	Supplier Social Assessment								
	New suppliers that were screened using social criteria								
	New suppliers	Number	1	0	4	0			
	New suppliers that were screened using social criteria	Number	0	0	4	0			
	· · · · · · · · · · · · · · · · · · ·	Percentage	0	N/A	100	N/A			
414-2	Negative social impacts in the supply chain and actions taken		1						
	Total number of suppliers assessed for social impacts	Number	9	16	14	12			
	Suppliers identified as having significant actual and potential	Number	0	0	0	0			
	negative social impacts.	Percentage	0	0	0	0			
S&P CSA	Total tier 1 suppliers								
	Absolute number of suppliers	Number	N/A	N/A	N/A	292			
	Share of total procurement spent	%	N/A	N/A	N/A	100			
	Critical tier 1 suppliers								
	Absolute number of suppliers	Number	N/A	N/A	N/A	12			
	Share of total procurement spent	%	N/A	N/A	N/A	79.08			
	Critical non-tier 1 suppliers		L NI/A	N1/A	NI/A				
	Absolute number of suppliers	Number	N/A	N/A	N/A	2			
	Supply chain risk exposure	Monakan	NI/A	NI/A	NI/A	000			
	Tier 1 supplier assessed (for sustainability risks) in the last 3	Number %	N/A N/A	N/A	N/A	292 100			
	years			N/A	N/A	0			
	Tier 1 suppliers classified as high-risk	Number %	N/A N/A	N/A N/A	N/A N/A	0			
	Critical non-tier 1 suppliers assessed (for sustainability risks) in	Number	N/A	N/A	N/A	12			
	the last 3 years  Critical non-tier 1 suppliers classified as high-risk	Number	N/A	N/A	N/A	0			
	Supplier Risk Management Measures	INUITIDEI	IN/A	11//1	IN/A	1 0			
	Critical suppliers assessed annually	%	N/A	N/A	N/A	100			
	Suppliers with high sustainability risk	/0	11/7	IN//N	IN/A	100			
	Suppliers with high sustainability risk assessed (ongoing sustainability monitoring) annually	%	N/A	N/A	N/A	0			



GRI Standard	Performance	Unit	2020	2021	2022	2023			
	Percentage of current suppliers with high sustainability risk which have corrective action plans	%	N/A	N/A	N/A	100			
S&P CSA	Percentage of current high sustainability risk suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	%	N/A	N/A	N/A	100			
	Supplier Screening								
	Total number of Tier-1 suppliers	Number			N/A	292			
İ	Total number of significant suppliers in Tier-1				N/A	39			
	% of total spend on significant suppliers in Tier-1	%			N/A	87.11			
	Total number of significant suppliers in non Tier-1	Number			N/A	2			
İ	Total number of significant suppliers (Tier-1 and non Tier-1)				N/A	41			
	Supplier Assessment								
	Total number of suppliers assessed via desk assessments/on-site assessments	Number			N/A	41			
	% of significant suppliers assessed				N/A	100			
	Target of significant suppliers assessed for FY2023	%							
	Number of suppliers assessed with substantial actual/potential negative impacts	Number			0	0			
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%			0	0			
	Number of suppliers with substantial actual/potential negative impacts that were terminated	Number			0	0			
	Corrective action plan support		1			•			
	Total number of suppliers supported in corrective action plan implementation	Number			0	0			
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%			0	0			
	Target of suppliers supported in corrective action plan for FY2023	%		10	00				
	Capacity building programs								
	Total number of suppliers in capacity building programs				0	41			
	% of significant suppliers in capacity building programs	%			0	100			
	Target of suppliers in capacity building programs for FY2023	Number		1	00				
	Supply Chain KPIs								
	KPI 1: % of Acknowledgement of Supplier Code of Conduct	Target: % Target Year: N							
	% off Acknowledgement of Supplier Code of Conduct	%	N/A	N/A	N/A	100			
	KPI 2: % of New Supplier Screening using Pre-Questionnaire Form	Target: % Target Year: N							
	% of New Supplier Screening using Pre-Questionnaire Form	%	N/A	N/A	N/A	100			
	KPI 3: % of Existing Supplier ESG Performance Evaluation	Target: % Target Year: N	//A						
	% of Existing Supplier ESG Performance Evaluation	%	N/A	N/A	N/A	100			



## **Customer Relationship Management**

GRI Standard	Performance	Unit	2020	2021	2022	2023		
S&P CSA	Satisfaction Measurement							
	Satisfied Respondents (as % of % of satisfied respondents out of total number of respondents to survey)	%	95.54	95.34	97.08	96.61		
		Target: 60%						
		Target Year: 2024						
	Data coverage (% of customers/consumers surveyed)	%	56.14	48.83	64.66	56.26		

## **Customer Privacy**

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

## Information Security/ Cybersecurity

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



## **ENVIRONMENT PERFORMANCE**

#### Waste

GRI Standard	Performance	Unit	2020	2021	2022	2023			
306-3	Waste composition								
	Total Waste		8,436.51	7,576.59	7,250.32	7,703.99			
	Hazardous waste	Tons	8.24	8.69	8.13	6.61			
	Non-hazardous waste		8,428.27	7,567.90	7,242.19	7,697.38			
306-4	Hazardous waste diverted from disposal by	recovery opt	ion						
	Total		7.41	7.02	7.99	4.15			
	- Preparation for reuse	Tons	0	0	0	0			
	- Recycling		0	0	0	1.60			
	- On-site storage		7.41	7.02	7.34	2.25			
	Non-hazardous waste diverted from disposal by recovery option								
	Total		3,732.12	5,638.74	5,823.24	7,694.99			
	- Preparation for reuse	Tons	2,000.00	0	0	0			
	- Recycling	10115	0	0	0	1.60			
	- On-site storage		1,708.18	1,319.62	1,865.37	1,063.00			
S&P CSA	Total waste recycled / reused	Tons	2,000.00	0	0	1.60			
	Total waste disposed	Tons	4.696.15	1.960.10	5,376.82	6,633.7			
	Total waste landfilled		4,696.15	1,939.16	1,418.95	1.71			
	Total incineration (with energy recovery)		0	0	0	0			
	Total incineration (without energy recovery)	Tons	0	0	0	0			
	Total waste recycled / reused	1	0	23.94	3,957.87	6,631.99			
	Total waste with unknown disposal method		0	0	0	0			
	Data coverage	% of Revenue	100	100	100	100			



## Energy

GRI Standard	Performance	Unit	2020	2021	2022	2023			
302-1	Energy consumption within the organization								
	Energy consumption from non-renewable sources								
	Total non-renewable energy consumption	MWh	27,205.62	29,618.02	32,640.27	29,584.56			
	Diesel/ Petrol/ Gasoline	MWh	92.9	56.9	61.7	68.9			
	Grid electricity consumption	MWh	27,112.7	29,561.2	32,578.6	29,515.7			
	Total non-renewable energy consumption intensity ratio	MWh/THB mm	10.6	11.9	12.6	7.1			
	Target 2023	MWh 29,762.12							
	Energy consumption from renewable source Scope								
	Total renewable energy consumption	MWh	313.81	491.46	1,681.69	1,598.26			
	Solar power	MWh	313.81	491.46	1,681.69	1,598.26			
	Percentage of electricity from renewable sources (wind, water, solar, biogas) used in buildings in portfolio	%	1.15	1.66	5.15	5.40			
	Total energy consumption								
	Total	MWh	272,426.53	30,052.62	33,872.65	29,515.65			
	Data coverage for Energy Consumption								
	Data coverage	% of revenue	100	100	100	100			
	Type of energy consumption								
	Electricity		11,569.52	10,890.90	11,877.73	11,292.62			
	Heating	MWh	•	-	-	•			
	Cooling		-	-	-	-			
	Steam		-	-	-	-			
	Type of energy sold	1		1	T				
	Electricity	1	-	-	-	-			
	Heating	MWh	-	-	-	-			
	Cooling	1	-	-	-	-			
302-2	Steam Steam	i-ation	-	-	-	-			
302-2	Energy consumption outside of the organ	MWh	11 502 60	10 007 00	11 000 22	11 210 06			
302-3	Total energy consumption  Energy intensity	IVIVIII	11,582.60	10,907.00	11,898.23	11,318.96			
302-3	Energy intensity Energy intensity ratio	MWh/THB mm	4.52	4.37	4.58	2.72			
	Energy intensity ratio	MWh/ton production	N/A	N/A	N/A	N/A			



#### **GHG** Emission

GRI Standard	Performance	Unit	2020	2021	2022	2023		
305-1	Scope 1 emissions							
	Total scope 1 emissions	ton CO₂e	256	274	356	415		
	Data coverage	% of Revenue	100	100	100			
	Scope 1 Biogenic CO2 emissions							
	Total Scope 1 Biogenic CO2 emissions	ton CO₂e	N/A	22.24	26.57	29.56		
	Data Coverage	% of Revenue	N/A	100	100	100		
305-2	Scope 2 emissions							
	Market-based	ton CO₂e	15,782.32	13,458	12,083	12,944		
	Data coverage	% of Revenue	100	100	100	100		
305-3	Scope 3 emissions							
	Scope 3	ton CO₂e	N/A	2,166,414	2,086,915	2,162,538		
	Data coverage	% of Revenue	N/A	100	100	100		
305-4	GHG emissions intensity ratio							
	Scope 1	Tons	0.0000001482	0.0000001256	0.0000001457	0.0000001492		
	Scope 2	CO2e/THB	0.0000092948	0.000001711	0.0000049460	0.0000046534		
305-5	Scope 1 emissions reduction							
	Total scope 1 emissions	ton CO₂e	NA	(286)	82	415		
	Scope 2 emissions reduction			·				
	Total scope 2 emissions	ton CO2e	NA	(96)	(1,375)	(861)		

Note:

Scope 1 emissions data are from diesel used in power generator and Company's vehicles.

Scope 2 emissions data are from electricity used in water production and wastewater treatment plants.

## Water and Effluents

GRI Standard	Performance	Unit	2020	2021	2022	2023
303-3	Water withdrawal by source					
	Total Fresh water withdrawal		83,576.96	96.217.58	96,785.22	104.245.97
	( fresh water + wastewater)		03,370.90	90,217.30	90,703.22	104,243.37
	Total fresh water withdrawal		64,007.96	74,550.97	74,775.54	82,804.05
	- Fresh surface water		8,235.08	8,254.60	9,696.35	8,589.54
	- Fresh groundwater		0	0	0	0
	- Third party water		55,772.88	66,296.37	65,079.19	74,214.51
	Wastewater withdrawal		19,569.00	21,666.61	22,009.68	21,441.92
	Total water withdrawal from area	MI	N/A	N/A	96.785.22	104,245.97
	with water stress		IN/A	IN/A	90,703.22	104,243.37
	Total freshwater withdrawal from		N/A	N/A	74,775.54	82.804.05
	area with water stress				•	02,004.03
	- Fresh surface water		N/A	N/A	9,696.35	8,589.54
	- Third party water		N/A	N/A	65,079.19	74,214.51
	Wastewater withdrawal from area with		N/A	N/A	22.009.68	21.441.92
	water stress		IN/A	IN/A	22,009.00	21,441.32
	Data coverage	% of Revenue	100	100	100	100
303-4	Water discharge by destination					
	Total water discharge		80,021.71	90,723.13	94,542.29	97,513.00
	- Surface water		13,336.98	12,207.64	12,087.68	11,637.57
	- Seawater		1,833.20	2,180.59	2,460.56	1,962.10
	- Water products sale	МІ	64,851.53	76,334.91	79,994.06	83,913.34
	Total water discharge	IVII				
	(exclude salt water)		78,188.51	88,542.54	92,081.74	95,550.91
	Total water discharge from area with					
	water stress		N/A	N/A	94,542.29	97,513.00
	- Surface water		N/A	N/A	12,087.68	11,637.57



GRI Standard	Performance	Unit	2020	2021	2022	2023		
	- Seawater	MI	N/A	N/A	2,460.56	1,962.10		
	- Water products sale		N/A	N/A	79,994.06 8	83,913.34		
	Water Comsuption		3,555.25	5,494.45	2,242.93	6,732.97		
	Water discharge by category							
	Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	MI	78,188.51	88,542.54	92,081.74	95,550.91		
	Other water (≤ 1,000 mg/L Total Dissolved Solids)	MI	1,833.20	2,180.59	2,460.56	1,962.10		
S&P CSA	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted	MI	15,555.50	9,245.49	10,521.46	8,627.07		



## Effluents quality

GRI tandard	Performance	Unit	Standard	2020	2021	2022	2023
306-1	Water discharge by quality and location*						
	WHA CIE1						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	8.75	8.50	7.00	5.60
	Chemical Oxygen Demand (COD)	mg/L	≤ 120				
	, ,			37	37.64	38.00	39.5
	Suspended Solid (SS)	mg/L	≤ 50	9	7.43	8.08	6.1
	WHA CIE 2						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	3.3	3.83	5.00	4.7
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	26	33.25	23.00	33.7
	Suspended Solid (SS)	mg/L	≤ 50	14.3	13.83	10.83	15.0
	ESIE Phase 1			_	•		
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	4	6.4	3	2.9
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	31	51.25	43	50.
	Suspended Solid (SS)	mg/L	≤ 50	<5	7.5	5.4	5
	ESIE Phase 2B						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	4	4.6	7	7
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	24	30	36	42
	Suspended Solid (SS)	mg/L	≤ 50	11	10	14	18
	WHA ESIE 1 Phase 1			•	•		•
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	6.80	4.3	9	7.7
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	30.00	31.67	42	58.6
	Suspended Solid (SS)	mg/L	≤ 50	12.16	10	11.92	15.5
	WHA ESIE 1 Phase 3						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	5.80	5.8	7	5.8
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	33.00	38.70	39	41.2
	Suspended Solid (SS)	mg/L	≤ 50	7.60	6.8	7.8	12.
	WHA ESIE 2	ı ıııg/L		1.00	0.0	7.0	12.
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	5.59	4.7	5	6.
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	35.50	41.45	51	51.
	Suspended Solid (SS)	mg/L	≤ 50	15.32	15.45	21.5	19.
	WHA ESIE 4	IIIg/L	⊒ 30	10.02	10.70	21.0	10.
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	5	4.8	6	6.8
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	37	34.1	38	49.
	Suspended Solid (SS)	mg/L	≤ 120 ≤ 50	21	17.5	19.2	20
	WHA EIE	IIIg/∟	≥ 30		17.0	13.2	
	Biochemical Oxygen Demand (BOD)	ma/l	≤ 20	4	4.00	3	3
		mg/L	≤ 20 ≤ 120			38	
	Chemical Oxygen Demand (COD)	mg/L	≤ 120 ≤ 50	20 17	42.58		42.
	Suspended Solid (SS) WHA RIL	mg/L	≥ 50	17	11.6	24.25	21.
			Z 00	0	7.00	0	0.4
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	8	7.83	8	9.6
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	37	37.16	39	47.
	Suspended Solid (SS)	mg/L	≤ 50	11	10.83	13.58	17.
	WHA SIL						1 -
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	3	3	3	3
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	40	35	28	38
	Suspended Solid (SS) s responsible for water discharge quality of all WHA	mg/L	≤ 50	12	10.6	9.8	8.3

Note: WHAUP is responsible for water discharge quality of all WHA Industrial Estates, therefore, the data are reported by industrial estate locations. Note: NA = Not applicable; Na = Not analyzed; ND = Not detected



#### Air Emission

0.01			I				I
GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Ambient air quality monitoring by	ndustrial e	estate operation	n*			
	WHA ESIE						
	Location 1: Chompon Chao Phraya		< 0.47	0.044.0.050	0.004.0.044	0.0420.0.0244	0.0045.0.0050
	NOx	ppm	≤ 0.17	0.014-0.052	0.004-0.011	0.0139-0.0344	0.0045-0.0050
	SOx Total Suspended Particulate (TSP)	mg/m³	≤ 0.3 ≤ 0.33	0.0039-0.0100 0.031-0.061	0.0185-0.0204 0.065-0.080	0.0021-0.0024 0.019-0.035	0.005-0.010 0.018-0.034
	Particulate matter10 (PM10)	mg/m³ mg/m³	< 0.12	0.031-0.001	0.005-0.000	0.019-0.033	0.010-0.034
	Location 2: Klong Gram Temple	i ilig/ili	V 0.12		<u>-</u>	<u>-</u>	<u>-</u>
	NOx	ppm	≤ 0.17	0.004-0.027	** 0.006-0.008	0.0143-0.0268	0.0106-0.0138
	SOx	mg/m³	≤ 0.3	0.0031-0.0072	**0.0217-0.0253	0.0018-0.0027	0.003-0.005
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.027-0.106	**0.051-0.092	0.017-0.035	0.020-0.042
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
	Location 3: Ras Asadaram Temple	,				L	L
	NOx	ppm	≤ 0.17	0.007-0.050	** 0.006-0.010	0.0136-0.0320	0.0021-0.0029
	SOx	mg/m³	≤ 0.3	0.0012-0.0232	**0.0124-0.0146	0.0026-0.0029	0.007-0.029
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.047-0.216	** 0.114-0.236	0.037-0.096	0.041-0.081
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
	Location 4: Ban Wang Ta Pin						
	NOx	ppm	≤ 0.17	0.012-0.050	** 0.003-0.007	0.0132-0.0310	0.0051-0.0061
	SOx	mg/m³	≤ 0.3	0.0036-0.0138	**0.0088-0.0096	0.0016-0.0028	0.004-0.008
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.035-0.307	**0.059-0.282	0.018-0.100	0.031-0.099
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
	Location 5: Ban Map Lang School	1					
	NOx	ppm	≤ 0.17	0.009-0.054	**0.007-0.012	0.0119-0.0248	0.0023-0.0031
	SOx	mg/m³	≤ 0.3	0.0015-0.0145	**0.0060-0.0067	0.0023-0.0030	0.004-0.012
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.040-0.118	**0.065-0.077	0.018-0.044	0.014-0.041
SET ESG	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
RATING	Location 6: Sri Sattanaram Monk C			0.000.005	***********	1 00445 00040	
	NOx	ppm	≤ 0.17	0.020-0.055	**0.005-0.011	0.0145-0.0312	0.0014-0.0028
	SOx	mg/m³	≤ 0.3	0.0029-0.0111	**0.0045-0.0060	0.0022-0.0030	<0.001-0.008
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33 < 0.12	0.022-0.105	**0.056-0.078	0.018-0.039	0.014-0.026
	Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-	-
	WHA ESIE1						
	Location 1: Eastern Sugar Compar			0.004.0.00	*******	1	
	NOx	ppm	≤ 0.17	0.001-0.022	** 0.001-0.030	0.0086-0.0333	0.014-0.060
	SOx	mg/m³	≤ 0.12	0.0020-0.0231	**0.0045-0.0060	0.0019-0.0031	0.0081-0.0176
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.028-0.178	**0.030-0.231	0.033-0.079	0.044-0.224
	Particulate matter10 (PM10)  Location 2: Surasak School	mg/m³	< 0.12	0.015-0.076	**0.011-0.120	0.019-0.079	0.023-0.103
	NOx	nnm	≤ 0.17	<0.001-0.0250	**0.004-0.065	0.0047-0.0171	0.004-0.017
	SOx	ppm mg/m³	≤ 0.17 ≤ 0.12	0.0009-0.0119	** 0.0003-0.0052	0.0047-0.0171	0.004-0.017
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.12 ≤ 0.33	0.023-0.223	** 0.021-0.251	0.027-0.050	0.007-0.028
	Particulate matter10 (PM10)	mg/m³	< 0.12	0.009-0.071	**0.010-0.093	0.011-0.035	0.013-0.074
	Location 3: Weather Station	i iiig/iii	V 0.12	0.005-0.071	0.010-0.033	0.011-0.000	0.013 0.074
	NOx	ppm	≤ 0.17	0.004-0.084	**0.011-0.018	0.0016-0.0230	0.014-0.042
	SOx	mg/m³	≤ 0.17 ≤ 0.12	0.001-0.0080	**0.002-0.013	0.0012-0.0065	0.001-0.009
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.023-0.087	**0.020-0.087	0.027-0.050	0.035-0.148
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.008-0.071	**0.018-0.042	0.018-0.070	0.016-0.026
	Location 4: Klong Gram Temple					•	
	NOx	ppm	≤ 0.17	0.004-0.084	** 0.002-0.015	0.0038-0.0148	0.010-0.032
	SOx	mg/m³	≤ 0.12	0.001-0.0080	** 0.005-0.023	0.0016-0.0020	0.015-0.031
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.023-0.087	** 0.024-0.082	0.031-0.089	0.029-0.049
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.008-0.071	**0.010-0.044	0.019-0.045	0.021-0.03



GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
Starratio	Location 5: Ban Tai Sun						
	NOx	ppm	≤ 0.17	<0.001-0.017	** 0.009-0.033	0.0082-0.0188	0.021-0.042
SET ESG RATING	SOx	mg/m³	≤ 0.12	0.0023-0.0057	**0.0047-0.012	0.0016-0.0024	0.001-0.002
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.017-0.071	**0.019-0.052	0.034-0.073	0.016-0.023
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.008-0.042	**0.013-0.044	0.012-0.037	0.010-0.018
	Location 6: Khao Kan Song Temple	)					
	NOx	ppm	≤ 0.17	0.001-0.022	** 0.003-0.023	0.0025-0.0097	0.007-0.055
	SOx	mg/m³	≤ 0.12	0.0084-0.0225	** 0.007-0.021	0.0018-0.0027	0.028-0.049
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.023-0.097	** 0.023-0.097	0.032-0.088	0.027-0.105
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.014-0.055	** 0.017-0.050	0.019-0.033	0.019-0.05
	Location 7: Ta Kien Ku Temple						
	NOx	ppm	≤ 0.17	<0.001-0.019	** 0.002-0.010	0.0030-0.0098	0.004-0.012
	SOx	mg/m³	≤ 0.12	0.0012-0.0036	** 0.0003-0.006	0.0016-0.0027	0.013-0.022
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.019-0.105	** 0.018-0.062	0.019-0.068	0.019-0.046
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.01-0.068	** 0.010-0.043	0.009-0.033	0.011-0.023
	Location 8: Ban Som						
	NOx	ppm	≤ 0.17	<0.001-0.055	**0.002-0.020	0.0019-0.0095	0.004-0.007
			0.0019-0.0026	0.009-0.019			
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.022-0.074 ** 0.014-0.102		0.025-0.051	0.017-0.027
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.01-0.038	** 0.005-0.038	0.012-0.039	0.033-0.085
	WHA ESIE 2						
CET ECO	Location 1: Ban Map Lam Bid Scho			T			
	NOx	ppm	≤ 0.17	0.007-0.021	** <0.001-0.015	0.0063-0.0090	0.008-0.020
KATING	SOx	mg/m³	≤ 0.30	0.0024-0.011	** 0.003-0.008	0.0063-0.0076	0.0055-0.0126
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.020-0.062	** 0.024-0.039	0.023-0.048	0.029-0.063
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.007-0.039	**0.015-0.023	0.012-0.024	0.010-0.035
	Location 2: Industrial estate area			0.040.007	******	0.0000.0000	0.000.000
	NOx	ppm	≤ 0.17	0.010-0.027	**0.004-0.010	0.0089-0.0122	0.003-0.008
	SOx	mg/m³	≤ 0.30	0.0017-0.0159	**0.002-0.003	0.0066-0.0079	0.0010-0.0016
	Total Suspended Particulate (TSP) Total Suspended Particulate	mg/m³ mg/m³	≤ 0.33 < 0.12	0.020-0.052 0.013-0.039	**0.017-0.030 **0.010-0.018	0.026-0.050 0.014-0.032	0.022-0.036 0.008-0.028
	matter10 (PM10)  Location 3: Ban Map Lam Bid Moo.	-					
	NOx	ppm	≤ 0.17	0.002-0.013	**0.003-0.010	0.0087-0.0108	0.005-0.014
	SOx	mg/m³	≤ 0.30	0.0046-0.0084	**0.008-0.009	0.0068-0.0076	0.0016-0.0050
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.023-0.120	**0.025-0.039	0.018-0.041	0.021-0.080
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.007-0.079	**0.014-0.024	0.008-0.024	0.015-0.032
	Location 4: Khao Kan Song Moo. 3						
	NOx	ppm	≤ 0.17	0.004-0.017	** 0.002-0.009	0.0087-0.0109	0.007-0.013
	SOx	mg/m³	≤ 0.30	0.0035-0.0101	** 0.005-0.011	0.0063-0.0081	0.0039-0.0181
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.031-0.089	** 0.033-0.093	0.028-0.045	0.023-0.056
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.018-0.075	** 0.029-0.048	0.009-0.020	0.013-0.032
	Location 5: Chong Lom Temple						
	NOx	ppm	≤ 0.17	0.001-0.015	**0.003-0.010	0.0078-0.0108	0.002-0.008
	SOx	mg/m³	≤ 0.30	0.0024-0.0049	**0.008-0.012	0.0090-0.0113	0.0013-0.0026
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.020-0.092	**0.018-0.047	0.021-0.071	0.019-0.081
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.011-0.034	**0.008-0.013	0.008-0.027	0.013-0.045
	Location 6: Ban Map Kla Moo. 4			1			
	NOx	ppm	≤ 0.17	0.008-0.014	**0.007-0.009	0.0090-0.0113	0.008-0.024



GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023	
	SOx	mg/m³	≤ 0.30	0.0052-0.0118	**0.006-0.015	0.0066-0.0076	0.0013-0.0045	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.010-0.069	**0.031-0.077	0.036-0.220	0.057-0.139	
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.022-0.112	**0.014-0.029	0.012-0.102	0.034-0.102	
	WHA ESIÈ 3							
	Location 1: Ban Ta Jam School							
	NOx	ppm	≤ 0.17	-	-	0.0074-0.0229	<0.001-0.070	
	SOx	mg/m³	≤ 0.30	-	=	0.0017-0.0033	0.0254-0.1492	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.040-0.295	***0.210-0.790	0.041-0.092	0.110-0.280	
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.020-0.086	***0.071-0.175	0.019-0.042	0.035-0.116	
	Location 2: Ta Jam Sub-District Ho	spital						
	NOx	ppm	≤ 0.17	-	-	0.0061-0.0206	<0.001-0.017	
	SOx	mg/m³	≤ 0.30	-	-	0.0017-0.0032	0.0072-0.0089	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.037-0.019	*** 0.039-0.061	0.023-0.061	0.046-0.074	
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.078-0.036	***0.021-0.046	0.013-0.041	0.026-0.051	
	Location 3: Huay Mara Sub-District	Hospital		L				
	NOx	ppm	≤ 0.17	-	-	0.0088-0.0184	<0.001-0.008	
	SOx	mg/m³	≤ 0.30	-	-	0.0017-0.0032	0.0081-0.0098	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.017-0.010	*** 0.043-0.129	0.032-0.090	0.032-0.073	
	Total Suspended Particulate							
	matter10 (PM10)  Location 4: Ban Meun Jit Sub-Disti	mg/m³	< 0.12	0.061-0.029	***0.021-0.052	0.022-0.080	0.015-0.028	
	NOx	ppm	ai ≤ 0.17	-	_	0.0083-0.0216	<0.001-0.006	
	SOx	mg/m³	≤ 0.17 ≤ 0.30	_	-	0.0016-0.0033	0.0079-0.0097	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.023-0.011	*** 0.043-0.056	0.039-0.071	0.019-0.057	
SET ESG	Total Suspended Particulate	mg/m³	< 0.12	0.062-0.032	***0.020-0.030	0.020-0.045	0.013-0.039	
RATING	matter10 (PM10)							
	NOx	ppm	≤ 0.17	_	_	0.0073-0.0221	<0.001-0.008	
	SOx	mg/m³	≤ 0.17 ≤ 0.30	_	_	0.0018-0.0034	0.0092-0.0121	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.044-0.014	*** 0.037-0.093	0.026-0.060	0.029-0.047	
	PM10	mg/m³	< 0.12	0.086-0.036	*** 0.020-0.041	0.011-0.028	0.018-0.039	
	Location 6: Chaloemraj Temple	ing/iii	10.12	0.000 0.000	0.020 0.011	0.011 0.020	0.010 0.000	
	NOx	ppm	≤ 0.17	_	_	0.0065-0.0194	<0.001-0.005	
	SOx	mg/m³	≤ 0.30	_	_	0.0003 0.0134	0.0087-0.0118	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.020-0.012	*** 0.028-0.050	0.031-0.059	0.030-0.063	
	PM10	mg/m³	< 0.12	0.058-0.033	***0.013-0.024	0.020-0.048	0.021-0.044	
	WHA ESIE 4	mg/m	- 0.12	0.000 0.000	0.010 0.021	0.020 0.010	0.021 0.011	
	Location 1: Ban Nikom Sans Ton E	ng-main re	nad					
	NOx	ppm	≤ 0.17	0.004-0.013	** 0.003-0.009	0.0012-0.0109	0.002-0.009	
	SOx	mg/m³	≤ 0.30	0.0009-0.0032	**0.0113-0.0162	0.0008-0.0052	0.0034-0.0064	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.024-0.074	**0.022-0.036	0.023-0.055	0.014-0.035	
	Total Suspended Particulate							
	matter10 (PM10)	mg/m³	< 0.12	0.012-0.030	**0.028-0.042	0.010-0.031	0.031-0.063	
	Location 2: Ban Nong Mapring			L				
	NOx	ppm	≤ 0.17	0.001-0.015	** 0.005-0.010	0.0010-0.0093	0.003-0.026	
	SOx	mg/m³	≤ 0.30	0.002-0.0043	**0.0034-0.0063	0.0015-0.0050	0.0027-0.0037	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.024-0.072	**0.020-0.029	0.025-0.047	0.019-0.040	
	Total Suspended Particulate							
	matter10 (PM10)	mg/m³	< 0.12	0.016-0.035	**0.028-0.038	0.012-0.032	0.032-0.074	
	Location 3: Mae Nam Ku Temple							
	NOx	ppm	≤ 0.17	0.001-0.022	**0.005-0.016	0.0030-0.0158	0.002-0.012	
	SOx	mg/m³	≤ 0.30	<del>                                     </del>		0.0017-0.0062	0.0043-0.0052	
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.013-0.032	**0.020-0.032	0.019-0.038	0.018-0.047	
	. J.a. Guoporiada i di tiodiato (101)	y/'''	_ 0.00	0.010 0.002	0.020 0.002	0.010 0.000	0.010 0.011	



GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.021-0.070	**0.028-0.040	0.008-0.028	0.036-0.096				
	Location 4: Ban Mae Nam Ku						•				
	NOx	ppm	≤ 0.17	0.008-0.044	**0.008-0.016	0.0027-0.0125	0.012-0.028				
	SOx	mg/m³	≤ 0.30	0.0037-0.0145	**0.0068-0.0168	0.0012-0.0077	0.0048-0.0085				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.021-0.077	**0.025-0.037	0.021-0.033	0.028-0.057				
	Total Suspended Particulate	m a /m3	< 0.12	0.012.0.040	**0.043-0.077	0.000.0.011	0.050.0.174				
	matter10 (PM10)	mg/m³	< 0.12	0.012-0.040	0.043-0.077	0.009-0.011	0.059-0.174				
	WHA CIE1										
	Location 1: Resident and commerc	ial area wi									
	NOx	ppm	≤ 0.17	0.006-0.018	**<0.001-0.028	0.0045-0.0129	0.010-0.011				
	SOx	mg/m³	≤ 0.30	0.0031-0.0047	**0.0026-0.0079	0.0019-0.0066	0.0128-0.0130				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.099-0.152	** 0.183-0.257	0.043-0.064	0.083-0.094				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-					
	Location 2: Bo Win School										
	NOx	ppm	≤ 0.17	0.001-0.002	** <0.001-0.033	0.0015-0.0091	0.005-0.007				
	SOx	mg/m³	≤ 0.30	0.0029-0.0032	**0.0055-0.0086	0.0011-0.0075	0.0104-0.0156				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.085-0.205	**0.132-0.161	0.021-0.026	0.071-0.128				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-					
	Location 3: Pan Saded Nok Temple	)									
	NOx	ppm	≤ 0.17	0.001	**0.0060-0.0580	0.0041-0.0111	0.009-0.013				
	SOx	mg/m³	≤ 0.30	0.0025-0.0026	**0.0037-0.0081	0.0010-0.0055	0.0327-0.0369				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.032-0.044	**0.157-0.167	0.026-0.032	0.066-0.082				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	-	-	-					
	WHA CIE2										
	Location 1: Hoobbon Sub-District I	Hospital									
057.500	NOx	ppm	≤ 0.17	0.001-0.004	** <0.001-0.032	0.0041-0.0142	0.007-0.009				
SET ESG	SOx	mg/m³	≤ 0.30	0.0011-0.0029	**0.0026-0.0037	0.0008-0.0058	0.0041-0.0056				
RATING	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.022-0.057	**0.044-0.064	0.038-0.068	0.066-0.084				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.013-0.025	**0.031-0.057	0.018-0.041	0.038-0.046				
	Location 2: Khao Hin Lad Temple										
	NOx	ppm	≤ 0.17	0.001-0.004	**<0.001-0.007	0.0026-0.0100	0.004-0.008				
	SOx	mg/m³	≤ 0.30	0.0014-0.0024	**0.0037-0.0217	0.0010-0.0076	0.0042-0.0059				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	**0.041-0.082	**0.041-0.082	0.029-0.057	0.036-0.085				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.012-0.019	**0.030-0.057	0.016-0.042	0.028-0.039				
	Location 3: Khao Kan Song Moo.3	Communi	ty								
	NOx	ppm	≤ 0.17	0.001-0.004	** <0.001-0.008	0.0016-0.0151	0.008-0.011				
	SOx	mg/m³	≤ 0.30	0.0039-0.0054	** 0.0003-0.0058	0.0010-0.0050	0.0025-0.0031				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0. 33	0.021-0.073	** 0.080-0.135	0.031-0.066	0.048-0.068				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.008-0.028	** 0.045-0.069	0.015-0.044	0.026-0.033				
	Location 4: Siri Anusorn Communi	ity									
	NOx	ppm	≤ 0.17	0.004-0.007	** <0.001-0.035	0.0036-0.0153	0.011-0.015				
	SOx	mg/m³	≤ 0.30	0.0120-0.0130	**0.0173-0.0212	0.0010-0.0093	0.0018-0.0036				
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.020-0.050	** 0.048-0.096	0.034-0.085	0.064-0.101				
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.004-0.007	** 0.028-0.048	0.019-0.041	0.037-0.046				
	matter to (i wito)										
	WHA EIE										
	, ,										
	WHA EIE	ppm	≤ 0.17	0.010-0.030	<0.001-0.018	0.0015-0.0087	<0.001-0.042				
	WHA EIE Location 1: WHA EIE office	ppm mg/m³	≤ 0.17 ≤ 0.30	0.010-0.030 0.0006-0.0007	<0.001-0.018 0.0004-0.0014	0.0015-0.0087 0.0050-0.0060	<0.001-0.042 0.0063-0.0085				



GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.019-0.038	0.020-0.047	0.035-0.086	0.093-0.128
	Location 2: Nong Fab Temple						
	NOx	ppm	≤ 0.17	0.016-0.025	** <0.001-0.033	0.0012-0.0088	<0.001-0.006
	SOx	mg/m³	≤ 0.30	0.005-0.007	**0.0046-0.0059	0.0042-0.0052	0.0059-0.0091
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.046-0.097	** 0.023-0.042	0.030-0.045	0.065-0.092
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.023-0.042	** 0.038-0.065	0.052-0.081	0.106-0.138
	Location 3: Map Chalud Temple						
	NOx	ppm	≤ 0.17	0.009-0.028	**<0.001-0.017	0.0018-0.0117	<0.001-0.015
	SOx	mg/m³	≤ 0.30	0.003-0.005	**0.0014-0.0026	0.0047-0.0052	0.0060-0.0062
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.040-0.089	**0.02-0.072	0.014-0.028	0.044-0.067
	Total Suspended Particulate	Ĭ					
	matter10 (PM10)	mg/m³	< 0.12	0.024-0.055	**0.035-0.101	0.057-0.090	0.094-0.146
	WHA RIL						
	Location 1: WHA RIL office						
	NOx	ppm	≤ 0.17	0.001-0.047	**<0.001-0.041	0.0060-0.0173	0.002-0.019
	SOx	mg/m³	≤ 0.30	0.001-0.005	** 0.002-0.006	0.0009-0.0032	0.002-0.021
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.024-0.061	** 0.013-0.039	0.024-0.052	0.010-0.030
	PM10	mg/m³	< 0.12	0.014-0.034	** 0.023-0.061	0.040-0.078	0.030-0.066
	Location 2: Ban Sam Yak Commun		V	0.01.10.00	0.020 0.00	0.0.0	0.000 0.000
	NOx	ppm	≤ 0.17	<0.001-0.055	** <0.001-0.026	0.0009-0.0032	0.004-0.011
	SOx	mg/m³	≤ 0.30	<0.001-0.004	**<0.001-0.009	0.0011-0.0034	0.004-0.011
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.019-0.070	**0.018-0.048	0.028-0.071	0.014-0.035
	Total Suspended Particulate						
	matter10 (PM10)	mg/m³	< 0.12	0.013-0.040	**0.030-0.066	0.034-0.061	0.025-0.057
	Location 3: Nong La Lok Communi				*** 0.004.0.00	0.0001.001.00	
	NOx	ppm	≤ 0.17	0.001-0.044	**<0.001-0.008	0.0024-0.0153	0.001-0.029
	SOx	mg/m³	≤ 0.30	<0.001-0.004	**0.003-0.008	0.0011-0.0031	0.004-0.010
SET ESG	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.018-0.060	**0.015-0.031	0.018-0.052	0.020-0.034
RATING	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.010-0.23	**0.031-0.054	0.028-0.071	0.040-0.089
	Location 4: Ban Klong Nam Yen Co	mmunity					
	NOx	ppm	≤ 0.17	<0.001-0.036	**<0.001-0.032	0.0061-0.0145	0.001-0.009
	SOx	mg/m³	≤ 0.30	0.002-0.005	**0.001-0.008	0.0009-0.0032	0.003-0.014
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.029-0.051	**0.014-0.088	0.022-0.047	0.014-0.035
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.012-0.024	**0.031-0.125	0.033-0.066	0.032-0.056
	WHA SIL						
	Location 1: WHA SIL office						
	NOx	ppm	≤ 0.17	0.002-0.027	**<0.001-0.020	0.0075-0.0132	0.003-0.040
	SOx	mg/m³	≤ 0.17 ≤ 0.30	<0.001-0.006	**0.002-0.003	0.0075-0.0132	<0.003-0.040
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.042-0.088	**0.016-0.021	0.030-0.147	0.040-0.063
	Total Suspended Particulate						
	matter10 (PM10)	mg/m³	< 0.12	0.026-0.057	**0.030-0.038	0.019-0.054	0.083-0.111
	Location 2: Nong Pla Mo School	pnn-	Z 0 17	0.002.0.004	** 0 000 0 040	0.0034.0.0056	0.002.0.000
	NOx	ppm	≤ 0.17	0.002-0.024	** 0.002-0.018	0.0031-0.0056	0.002-0.029
	SOx (Table 1) I Bar (Table 1)	mg/m³	≤ 0.30	<0.001-0.002	** 0.002-0.005	0.0016-0.0035	<0.001-0.003
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.025-0.150	** 0.026-0.053	0.030-0.051	0.049-0.082
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.015-0.081	** 0.058-0.141	0.014-0.035	0.101-0.167
	Location 3: Bua Loi Klang School						
	NOx	ppm	≤ 0.17	<0.001-0.041	** 0.003-0.017	0.0038-0.0070	<0.001-0.032
	SOx	mg/m³	≤ 0.30	<0.001-0.005	**0.001-0.005	0.0016-0.0034	<0.001-0.002
	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.020-0.103	**0.014-0.023	0.031-0.055	0.024-0.053
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.016-0.068	**0.043-0.063	0.019-0.029	0.052-0.096
	Location 4: Ban Mai Tung Din Khoi	School					
1							



GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
	NOx	ppm	≤ 0.17	0.001-0.029	** 0.001-0.017	0.0050-0.0104	0.002-0.029
SET ESG	SOx	mg/m³	≤ 0.30	<0.001-0.003	** 0.002-0.005	0.0016-0.0038	0.001-0.009
RATING	Total Suspended Particulate (TSP)	mg/m³	≤ 0.33	0.018-0.100	** 0.017-0.026	0.030-0.068	0.031-0.056
	Total Suspended Particulate matter10 (PM10)	mg/m³	< 0.12	0.012-0.066	** 0.034-0.060	0.016-0.031	0.067-0.101

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

## Biodiversity

GRI Standard	Performance	Unit	2020	2021	2022	2023			
304-1	Number of industrial estate located near protected areas		2	2	2	2			
	Number of industrial estate located near high biodiversity value area		2	2	2	2			
	Number of industrial estate that conducts biodiversity value assessment	Operation	3	3	4	4			
	Number of industrial estate required biodiversity management plan		3	3	4	4			
	Number of industrial estate implemented biodiversity management plan		3	3	4	4			
S&P	Biodiversity Exposure & Assessment								
CSA	Total number of sites and the total area used for operational	Number	N/A	11	11	11			
	activities	Area (Hectares)	N/A	7,200.3056	7,200.3056	7,200.3056			
	Total number of sites and total area for operational activities that	Number	N/A	11	11	11			
	have conducted biodiversity impact assessments in past 5 years	Area (Hectares)	N/A	7,200.3056	7,200.3056	7,200.3056			
	Total number of sites and total area of sites assessed in past 5	Number	N/A	2	2	2			
	years are in close proximity to critical biodiversity	Area (Hectares)	N/A	1,532.39	1,532.39	1,532.39			
	Total number of sites, in close proximity to critical biodiversity, that	Number	N/A	2	2	2			
	have biodiversity management plan	Area (Hectares)	N/A	1,532.39	1,532.39	1,532.39			

Note: WHAUP is operated within WHA Industrial Estates, therefore, the data are reported by the number of industrial estates.

## **Environmental Compliance**

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



## **SOCIAL PERFORMANCE**

## **Employment**

GRI	5.		20	20	20	21	20	)22	20	23
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
2-7	Total number of employees		12	29	1:	52	18	82	1:	98
		Person	106	23	121	31	142	40	161	37
	Thailand	1 613011	106	23	121	31	140	37	155	35
	Vietnam		NA	NA	NA	NA	2	3	6	2
	Total employee by age group	1 _		1						
	Below 30 years old	Person	37	9	38	12	34	14	37	13
	Zolow do years old	%	34.91	39.13	31.40	38.71	23.94	35.00	22.98	35.14
	30-50 years old	Person	60	13	70	18	93	24	105	23
	,	%	56.60	56.52	57.85	58.06	65.49	60.00	65.22	62.16
	Over 50 years old	Person	9 8.49	4.25	13	2.02	15	2	19	0.70
	Total employee by level	%	8.49	4.35	10.74	3.23	10.56	5.00	11.80	2.70
	All Management position									
	Thailand	I	17	8	22	10	29	9	31	12
	Vietnam		NA	NA	NA	NA	0	3	2	2
		Person	17	8	22	10	29	12	33	14
	Total number of management		2			2		11 11		.7
	Top management			-		_				-
	Thailand		6	2	6	1	7	1	7	0
	Vietnam		NA	NA	NA	NA	0	0	0	0
	Total tan managanant	Person	6	2	6	1	7	1	7	0
	Total top management		~	3		7		8	•	7
	Middle management									
	Thailand		6	5	9	8	16	6	17	6
	Vietnam	Person	NA	NA	NA	NA	0	3	1	2
	Total middle management	1 013011	6	5	9	8	16	9	18	8
			1	1	1	7	2	25	2	.6
	Junior management	I	-	1	7	1		0	7	•
	Thailand	-	5		7		6	2	7	6
	Vietnam	Person	NA <b>5</b>	NA 1	NA <b>7</b>	NA 1	0 <b>6</b>	0 <b>2</b>	1 8	0 <b>6</b>
	Total junior management					1 <u> </u>		8		4
	Staff			,		<u> </u>		0		4
	Thailand	I	89	15	99	21	111	28	120	20
	Vietnam		NA	NA	NA	NA NA	2	0	4	0
		Person	89	15	99	21	111	28	124	20
	Total staff			)4		20		41		44
	Total employee by employment	type								
	Permanent employee by region									
	Thailand	]	106	23	121	31	139	34	151	35
	Vietnam	Person	NA	NA	NA	NA	2	3	6	2
	Total permanent	F612011	106	23	121	31	141	37	157	37
	employee		12	29	1:	52	1	78	19	94
	Temporary employee by region	1		1						
	Thailand		0	0	0	0	1	3	4	0
	Vietnam	Person	0	0	0	0	0	0	0	0
	Total temporary employee		0	0	0	0	1	3	4	0
		<u> </u>	(	)		0		4		4
	Non-guaranteed hours employe	e by region								
	Thailand		0	0	0	0	0	0	0	0
	Vietnam	Person	0	0	0	0	0	0	0	0
	Total non-guaranteed hours	1 3.0011	0	0	0	0	0	0	0	0
	employee		(	)	(	0	(	0		0



GRI	Daufaumanaa	11!4	20	)20	20	)21	20	)22	2023	
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
	Full-time employee by region									
	Thailand		106	23	121	31	140	37	155	35
	Vietnam	Person	NA	NA	NA	NA	2	3	6	2
	Total full-time employee		106	23	121	31	142	40	161	37
			129		1	52	1	82	198	
2-7	Part-time employee by region									
	Thailand		0	0	0	0	0	0	0	0
	Vietnam	Person	0	0	0	0	0	0	0	0
	Total part-time employee	Feison	0	0	0	0	0	0	0	0
				0		0		0		0



GRI	Desferment	1124	20	20	20	)21	20	22	20	)23
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
401-1	New employee hires							1		_
	Total number of new employee hires	Person	25 3	9	24	7 31	29	11 10	31	7 38
	New hire rate	% of total employee	26.			).39		.98		.19
	Open positions filled by internal candidate (internal hires)	%	N	A	N	IA	N	A	1.	72
	Average Hiring Cost/ FTE	Baht	N	A	١	۱A	N	IA	21,	750
	New employee hires by region	D	05	0	0.4	<b>—</b>	0.7	١ ٥	07	7
	Thailand	Person % of total	25	9	24	7	27	8	27	7
	Transition	employee	19.38	6.98	15.79	4.61	14.84	4.40	13.64	3.54
		Person	NA	NA	NA	NA	2	3	4	0
	Vietnam	% of total employee	NA	NA	NA	NA	1.10	1.65	2.02	0.00
	New employee hires by national				1	1		1	1	_
	Thai	Person % of total	NA	NA	NA	NA	NA	NA	28	7
	Inai	employee	NA	NA	NA	NA	NA	NA	14.14	3.54
		Person	NA	NA	NA	NA	NA	NA	3	0
	Vietnamese	% of total	NA	NA	NA	NA	NA	NA	1.52	0.00
		employee								
	American	Person % of total	NA	NA	NA	NA	NA	NA	0	0
	Amonodii	employee	NA	NA	NA	NA	NA	NA	0.00	0.00
		Person	NA	NA	NA	NA	NA	NA	0	0
	Canadian	% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
		Person	NA	NA	NA	NA	NA	NA	0	0
	French	% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
		Person	NA	NA	NA	NA	NA	NA	0	0
	Japanese	% of total	NA	NA	NA	NA	NA	NA	0.00	0.00
	M	employee	1471	14/1	14/1	14/1	14/1	14/1	0.00	0.00
	New employee by management Top Management	ievei								
	Top management	Person	NA	NA	NA	NA	NA	NA	0	0
	Thailand	% of total	NA	NA	NA	NA	NA	NA	0.00	0.00
		employee Person	NA	NA	NA	NA	NA	NA	0.00	0.00
	Vietnam	% of total								
		employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	Middle Management	Doroca	NA	NA	NIA	NA	NIA	NA	9	0
	Thailand	Person % of total			NA NA		NA NA			
		employee	NA	NA	NA	NA	NA	NA	4.55	0.00
	Vietnam	Person % of total	NA	NA	NA	NA	NA	NA	1	2
	Vietilalli	employee	NA	NA	NA	NA	NA	NA	0.51	1.01
	Junior Management									
	Thailand	Person	NA	NA	NA	NA	NA	NA	0	2
	mananu	% of total employee	NA	NA	NA	NA	NA	NA	0.00	1.01
		Person	NA	NA	NA	NA	NA	NA	1	0
	Vietnam	% of total employee	NA	NA	NA	NA	NA	NA	0.51	0.00
	New employee hires by age		4.4	-	40		40		40	
	Below 30 years old	Person % of total	14	7	12	5	12	6	12	3
	20.311 00 10010 010	employee	10.85	5.43	7.89	3.29	6.59	3.30	6.06	1.52



Post	GRI			2020		2021		2022		2023	
Thailand		Performance	Unit								
Verbam		Thailand	Doroon	14		12	5	10	6	11	3
30-50 years old		Vietnam	Person	NA	NA	NA	NA	2	0	1	0
Thailand			Person	11	2	12	2	16	5	19	4
Thailand		30-50 years old		8.53	1.55	7.89	1.32	8.79	2.75	9.60	2.02
Vehram		Thailand						16	2		4
No riotate   Person   Na   Na   Na   Na   Na   Na   Na   N		Vietnam									
The part   Parson		Over 50 years old		0	0	0	0	1	0	0	0
Vielnam		-									
Tumover rate   Person   8   3   4   1   7   4   12   4   12   16   15   16   17   16   17   16   17   16   17   16   18   18   18   18   18   19   19   19			Person			-		· ·			
Total employee turnover				NA	NA NA	NA NA	NA NA	0	0	0	0
Color   Dismissal of Employee   Person   11   5   11   16			I	8	3	4	1	7	4	12	4
Dismissal of Employee		Total employee turnover	Person					-	_		
Tumover rate   % of total employee   8.53   3.29   6.04   8.25		Dismissal of Employee	Person								
Voluntary employee turnover   Data coverage   (as % of all FTEs globally)   %   100   10		Voluntary leave	Person	8	3	4	1	7	4	12	4
Data coverage (as % of all FTEs globally)		Turnover rate	% of total	8.	53	3.	.29	6.	04	8.	25
Cas % of all FTEs globally  70   100   1		Voluntary employee turnover	employee	8.	53	3.	.29	6.	04	8.	25
Person   Ramployee   Person   Ramployee		%	10	00	1	00	10	00	1	00	
Thailand								l			
Vietnam			Person	8	3	4	1	6	4	12	3
Vietnam		Thailand		6.20	5.33	2.63	0.66	3.30	2.20	6.06	1.52
Person   1				NA	NA	NA	NA	1	0	0	1
Person   1		Vietnam		NA	NA	NA	NA	0.55	0.00	0.00	0.51
Person	401-1	Employee turnover by age			•	•	•	ı			,
employee   0.76   0.00   1.97   0.06   1.10   1.10   2.93   0.91	4011			1	0	3	1	2	2	5	1
30-50 years old   % of total employee   4.65   2.33   0.66   0.00   2.20   1.10   0   0   0		Below 30 years old		0.78	0.00	1.97	0.66	1.10	1.10	2.53	0.51
Person   1				6	3	1	0	4	2	5	1
Person   1		30-50 years old		4.65	2.33	0.66	0.00	2.20	1.10	0	0
Over 50 years old								1			
Turnover by management   Top Management   Top Management		Over 50 years old	% of total	·		-	_	0.55			
Person NA NA NA NA NA NA NA NA NA NA NA NA NA		Turnover by management level	employee								
Person   NA   NA   NA   NA   NA   NA   NA   N											
Person   NA   NA   NA   NA   NA   NA   NA   N				NA	NA	NA	NA	NA	NA	1	0
Person   NA   NA   NA   NA   NA   NA   NA   N		Thailand				NA					
Middle Management			Person	NA	NA	NA	NA	NA	NA	0	0
Person NA NA NA NA NA NA NA NA A A A A A A A		Vietnam		NA	NA	NA	NA	NA	NA	0.00	0.00
Thailand		Middle Management									
Person   NA   NA   NA   NA   NA   NA   NA   N				NA	NA	NA	NA	NA	NA	4	0
Person   NA   NA   NA   NA   NA   NA   NA   O   1		Inaliand		NA	NA	NA	NA	NA	NA	2.02	0.00
Vietnam				NA	NA	NA	NA	NA	NA	0	1
Thailand   Person NA NA NA NA NA NA NA NA O O O		Vietnam	% of total								·
Person NA NA NA NA NA NA O O O		Junior/ Low level Management			l	1	I	<u> </u>	I		I
employee				NA	NA	NA	NA	NA	NA	0	0
Person         NA         NA         NA         NA         NA         NA         0         0           Vietnam         % of total         NA		Thailand		NA	NA	NA	NA	NA	NA	0.00	0.00
			Person	NA	NA	NA	NA	NA	NA	0	0
		Vietnam	% of total employee	NA		NA	NA	NA	NA	0.00	0.00



Person	GRI			2020		2021		2022		2023	
Employees that were entitled to persental leave   Compared to persental leave   Compared to the persental		Performance	Unit								
Total employees that returned to work in the reporting period after parental leave ended	401-3	Parental leave									
Total employees that returned to work in the reporting period after parental leave ended				-	23	-	31	-	36		37
Work in the reporting period after   Person   -   1				-	1	-	0	-	0		0
Work after parental leave ended hat were still employed 12   months after their return to work		work in the reporting period after	Person	-	1	-	0	-	0		0
Total retention rate		work after parental leave ended that were still employed 12		-	1	-	0	-	0		0
Templayee training   Total number of training hours provided to employees   Hours   1,754.50   2,463.00   3,870.79   4,396.50   1,116.50   2,187.00   276.00   3,144.93   725.86   3,454.50   942.00   4,222.00   1,116.50   2,187.00   276.00   3,144.93   725.86   3,454.50   942.00   4,222.00   1,116.50   26.9   4,246.20   4,222.00   1,116.50   4,246.2		Total return to work rate		•		-	-	-	-	-	-
Total number of training hours provided to employees a training and development of training and development of training and development of training and development of training and development of training and development of training and development of training and development of training and development of training and development of training and development of training and development of training and development of training by employee category.    Number of training by employee category   Number of training by employee category   Number of training hours provided to executives   Hours   T2   240.88   254.00   144.00			%	•	100	-	-	-	-	-	-
Provided to employees	404-1							1		1	
Average hours of training and development   Year   20.63   12.00   25.99   23.41   24.33   23.55   26.22   30.18			Hours								
Development   Year   20.63   12.00   25.99   23.41   24.33   23.55   26.22   30.18											
Average amount spent on FTE on training and development on training and development on training and development on training by employee category											
Number of training for management   Hours   Test			Year								
Number of training hours provided to executives   Hours   72   240.88   254.00   144.00		on training and development		NA							
Number of training hours provided to executives   Hours   72   240.88   254.00   144.00					,		-		•	1 .	-
Provided to executives			Person		3		<u> </u>	,	8		/
top management         Year         9.00         34.41         31.73         20.57           Number of indide management         Person         11         17         25         26           Number of training hours provided to indide management         Hours   72.00         485.67         1,048.50         852.50           Number of training for middle management         Hours   72.00         28.57         41.94         32.79           Number of Junior management         Person         6         8         8         14           Number of training hours provided to junior management         Hours   129.00         291.46         232.00         332.00           Average hours of training for yunior management         Hours   72.50         36.46         29         23.71           Number of staff         Persons         104         120         141         144           Number of training hours provided to staffs         Hours   1,890.00         2,852.78         2,862.00         4,010.00           Average hours of training for year         18.17         23.77         20.30         27.85           Average hours of training by age group         Below 30 years old         Hours/FTE/ year         NA         NA         NA         NA         NA         NA         NA		provided to executives		7	2	240	0.88	254	1.00	144	1.00
Management   Person   11   17   25   26		top management		9.0	00	34	.41	31	.75	20	.57
Provided to middle management   Prours   S72.00   485.67   1,046.30   652.50			Person	1	1	1	17	2	.5	2	6
Mumber of funiting hours   H		provided to middle management		372	2.00	485.67		1,048.50		852	2.50
Number of training hours   Hours   129.00   291.46   232.00   332.00				33.	.82	28	.57	41.94		32	.79
Provided to junior management   Average hours of training for junior management   Year   21.50   36.46   29   23.71			Person	(	6		8	1	8	1	4
Junior management   Year   21.30   30.40   29   23.71		provided to junior management		129	0.00	29	1.46	232	2.00	332	2.00
Number of training hours provided to staffs		junior management	Year								
Average hours of training for staffs   Hours/FTE/ staffs   Year   18.17   23.77   20.30   27.85			Persons	10	)4	1	20	14	41	14	14
Staffs   Year   16.17   25.77   20.30   27.65		provided to staffs		1,89	0.00	2,85	52.78	2,86	2.00	4,01	0.00
Below 30 years old   Hours/FTE/ Year   NA NA NA NA NA NA NA NA NA NA NA NA NA		staffs	Year	18.	.17	23	3.77	20	.30	27	.85
NA NA NA NA NA NA NA NA NA NA NA NA NA			e group							000=	00.05
Year   NA   NA   NA   NA   NA   NA   NA   N			Hours/FTE/								
Over 50 years old         NA         NA         NA         NA         NA         NA         NA         NA         29.11         45.50           Average hours of training         Hours/FTE/ Year         NA         NA         NA         NA         NA         27.24         33.00         23.85         28.51           Public training         Year         NA         NA         NA         NA         3.22         0.00         2.38         1.66           Average hours of training by nationality           Thai         Hours/FTE/ Year         NA         NA         NA         NA         24.41         25.67         26.50         30.40           Others         Year         NA         NA         NA         NA         24.41         25.67         26.22         30.18											
In-house training				NA	NA NA	NA NA	NA	NA NA	<u>N</u> A	29.11	45.50
Public training         Year         NA         NA         NA         NA         3.22         0.00         2.38         1.66           Average hours of training by nationality           Thai         Hours/FTE/Differs         NA         NA         NA         NA         24.41         25.67         26.50         30.40           Others         Year         NA         NA         NA         NA         24.41         25.67         26.22         30.18				NΙΛ	NIA	NIA	NIA	27.24	22.00	22.05	20 54
Average hours of training by nationality           Thai         Hours/FTE/         NA         NA         NA         NA         24.41         25.67         26.50         30.40           Others         Year         NA         NA         NA         NA         24.41         25.67         26.22         30.18											
Thai         Hours/FTE/         NA         NA         NA         NA         24.41         25.67         26.50         30.40           Others         Year         NA         NA         NA         NA         24.41         25.67         26.22         30.18				INA	INA	INA	INA	3.22	0.00	2.30	00.1
Others Year NA NA NA NA 24.41 25.67 26.22 30.18				NΑ	NA	NΑ	NΑ	24 41	25.67	26.50	30.40
		_									
				,							227.0



GRI	D (		20	20	2	021	2	022	2023	
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
	Human Capital Return on Investment (Normalized Basis·)	Times	2	23 NA		23	17		2	0
	Human Capital Return on Investment (Reported Basis)	Times				NA	1	NA	N	Α
404-3	Number of employees receiving	regular perfor	mance and	career devel	opment revi	ews				
	Total number of employees receiving regular performance and career	Person	106	23	121	31	142	40	157	37
	development reviews by gender	%	100	100	100	100	100	100	97.52	100
	Performance review by employe	ee category								
	Total number of executives who received regular performance	Person		3	7			8	-	7
	and career development reviews	%	100		1	00	100		100	0.00
	Total number of middle management who received	Person	1	1		17	25		2	6
	regular performance and career development reviews	%	100		1	00	1	00	100	0.00
	Total number of junior management who received	Person	(	3	8		8		14	
	regular performance and career development reviews	%	10	00	100		1	00	100	0.00
	Total number of staffs who received regular performance	Person	10	04	1	20	1	41	14	14
	and career development reviews	%	10	100		00	1	00	10	00
	Trend of Employee Engagemen	t								
	Employee Engagement	% of actively	89		l	<u> </u>	72		7	0
	Employee Engagement Target 2023	engaged employee					75			
1	Data Coverage	% of total	9	2	!	94		00	9	9
	Data Coverage Target 2023	employee	oyee 100							



#### **Labor Practice Indicators**

GRI			2020 2021		20	22	2023			
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
405-1	Total number of governance bodies members	Persons	2	0	2	0	3	0	3	0
	Diversity of governance bodies by gender	%	100	0	100	0	100	0	100	0
	Diversity of governance bo				T					
	Below 30 years old	Person		0		0		0		0
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	%		.00	0.	00		00		00
	30-50 years old	Person %		2 0.00	50	.00		<u>2</u> .67		<u>2</u> .67
		Person		0.00	50	.00	00	.07	00	1.07
	Over 50 years old	%		.00	50	.00	33	.33	33	.33
	Diversity of total workforce		0	.00	] 30	.00	33	.00	33	.00
		Person	37	9	38	12	34	14	37	13
	Below 30 years old	%	30.19	34.78	31.40	38.71	23.94	35.00	18.69	6.57
	00.50	Person	60	13	70	18	93	24	105	23
	30-50 years old	%	56.60	56.52	57.85	58.06	65.49	60.00	53.03	11.62
	Over 50 years ald	Person	9	1	13	1	15	2	19	1
	Over 50 years old	%	8.49	4.35	10.74	3.23	10.56	5.00	9.60	0.51
	Diversity of employee by g									_
	Top management	Persons	6	2	6	1	7	1	7	0
	Top management	% FTEs	4.65	1.55	3.95	0.66	3.85	0.55	3.54	0.00
	Middle management	Persons	6	5	9	8	16	9	18	8
	au	% FTEs	4.65	3.88	5.92	5.26	8.79	4.95	9.09	4.04
	Junior management	Persons	5	1	/	1	6	2	8	6
		% FTEs	3.88	0.78	4.61	0.66	3.30	1.10	4.04	3.03
	Staff	Persons % FTEs	89 68.99	15 11.63	99 65.13	21 13.82	113 62.09	28 15.38	124 62.63	23 11.62
	Diversity of employee-by-e			11.03	00.13	13.02	02.09	15.30	02.03	11.02
	Top management	inployee category								
		Persons		0	0		0			0
	Below 30 years old	% FTEs		.00		00		00		00
		Persons		6		4		5		5
	30-50 years old	% FTEs	24	.00	12	.50	12	.20	71	.43
	Over FO veers ald	Persons		2		3	;	3		2
	Over 50 years old	% FTEs	8	.00	9.	38	7.	32	28	.57
	Total of top management	Persons		8		7		8		7
	Middle management						1		1	
	Below 30 years old	Persons		1		1		0		0
	20.000 your onu	% FTEs		.00		13		00		00
	30-50 years old	Persons % FTEs		10		5		23		21
	,			.00		.88		.10		.77
	Over 50 years old	Persons % FTEs		0.00		<u>1</u> 13		2 88		2 69
	Total of middle management	Persons		11	1	7	2	25	2	23
	Junior management									
	Below 30 years old	Persons % FTEs	1 4.00			0 00		<u>0</u>		00
		Persons	4.00			7	0.00			2
	30-50 years old	% FTEs		5.00		.88	17	.07		.71
	0 50 11	Persons	1	1		1		1		
	Over 50 years old	% FTEs	4.00 3.13 2.44	44	7.14					
	Total of junior management	Persons		6	1	8	1	8	1	13



GRI			2020		20	21	20	22	20	23
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
	Staff									
	Below 30 years old	Persons		.4		.9		8		.7
	•	% FTEs		.11		.24		.37		.74
	30-50 years old	Persons		53		2		32		32
		% FTEs		.09	40.79		45.05		41	
405-1	Over 50 years old	Persons		7		9		1		4
	•	% FTEs		43		92		04 <b>41</b>		07
	Total of staff Employee with disabilities	Persons	10	04	14	20	14	41	14	43
		Person		0	1	0		0		0
	Total Employee with	% of total				-		-		
	disabilities	employee		0	(	0		0	(	0
	Share of women in total wo				<u> </u>				<u> </u>	
	Share of women in total	Person	0	NA	0	NA	0	NA	0	23
	workforce	% of total	0	NA	0	NA	0	NA	0	11.62
		workforce %		1,			·	1,		
	Target 2023 Share of women in all	Person	0	NA	0	NA NA	0	NA	0	12
	management positions,	% of total	U	INA	U	INA	U	INA	U	12
	including junior, middle	management	0	NA	0	NA	0	NA	0	25.53
	and top management	positions	·				•			
	Target 2023	%			I.	N	/A		I.	
	Share of women in junior	Person	0	NA	0	NA	0	NA	0	6
	management positions, i.e.	% of total junior			_		_		_	
	first level of management	management positions	0	NA	0	NA	0	NA	0	42.86
	Target 2023	%				N	/Δ			
	Share of women in top	Person	0	NA	0	NA NA	0	NA	0	0
	management positions, i.e.									
	maximum two levels away	% of total top management	0	NA	0	NA	0	NA	0	0.00
	from the CEO or	positions	U	INA	0	INA	U	INA	0	0.00
	comparable positions	·					1.6			
	Target 2023	% Person	0	NA	0	N NA		NA	0	0
	01 ( ;	% of all such	0	NA	0	NA	0	NA	0	8
	Share of women in	managers (i.e.								
	management positions in revenue-generating	excluding support	0	NA	0	NA	0	NA	0	32.00
	functions (e.g. sales)	functions such as	U	14/1		14/1	· ·	14/1		02.00
	(a.i.a.i.a.i.a. (a.i.g. aa.i.a.)	HR, IT, Legal etc.)								
	Target 2023	%		l		N	/A	l		
	Share of women in STEM-	Person	0	NA	0	NA	0	NA	0	13
	related positions	% of total STEM	0	NA	0	NA	0	NA	0	100.00
	•	positions		INA	U			INA	0	100.00
	Target 2023  Breakdown based on Nation	%				N	/A			
	DIEGROUWII DASEG OII NATIO	Persons	NA	NA	NA	NA	NA	NA	155	35
	Share in total workforce	% of total								
	S.Idio III total Worklord	employee	NA	NA	NA	NA	NA	NA	78.28	17.68
	Share in all management	Persons	NA	NA	NA	NA	NA	NA	31	12
	positions, including junior,	% of total								
	middle and senior	management	NA	NA	NA	NA	NA	NA	65.96	25.53
	management	workforce								
	Breakdown based on Natio									
	Share in total workforce	Person	NA	NA	NA	NA	NA	NA	0	0
	(American)	% of total	NA	NA	NA	NA	NA	NA	0.00	0.00
	,	workforce Person	NA	NA	NA	NA	NA	NA	0	0
		F CISUII	INA	INA	INA	INA	INA	INA	l O	U



GRI			20	20	20	21	20	)22	2023	
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female
	Share in all management positions, including junior, middle and senior management (American)	% of total management workforce	NA	NA	NA	NA	NA	NA	0.00	0.00
	Share in total workforce (Canadian)	Person	NA	NA	NA	NA	NA	NA	1	0
405-1	Share in all management	% of total workforce	NA	NA	NA	NA	NA	NA	0.51	0.00
	positions, including junior,	Person	NA	NA	NA	NA	NA	NA	1	0.00
	middle and senior management (Canadian)	% of total management workforce	NA	NA	NA	NA	NA	NA	2.13	0.00
	Share in total workforce	Person	NA	NA	NA	NA	NA	NA	0	0
	(French)	% of total workforce	NA	NA	NA	NA	NA	NA	0.00	0.00
	Share in all management	Person	NA	NA	NA	NA	NA	NA	0	0.00
	positions, including junior, middle and senior management (French)	% of total management workforce	NA	NA	NA	NA	NA	NA	0.00	0.00
	Share in total workforce	Person	NA	NA	NA	NA	NA	NA	5	2
	(Vietnamese)	% of total workforce	NA	NA	NA	NA	NA	NA	2.53	1.01
	Share in all management	Person	NA	NA	NA	NA	NA	NA	1.00	2
	positions, including junior, middle and senior management (Vietnamese)	% of total management workforce	NA	NA	NA	NA	NA	NA	2.13	4.26
405-2	Ratio of basic salary and r	emuneration of wo	men to men		•	•	•		•	•
	Average pay for female to male executives		N	IA	NA		NA		0.0	00
	Average pay for female to male management	-	N	IA	N	IA	NA		1.0	02
	Average pay for female to male non-management		N	IA	NA		N	IA	1.3	36
	Equal pay analysis									
	Executive level (base salary only)		214,000	213,000	261,000	220,000	293,000	228,000	400,000	-
	Executive level (base salary + other cash incentives)		NA	NA	NA	NA	NA	NA	600,000	-
	Management level (base salary only)	A.,	62,500	108,000	61,000	81,000	90,000	90,500	91,000	84,200
	Management level (base salary + other cash incentives)	sh BarruPerson Interest Intere	NA	NA	NA	NA	NA	NA	114,844	116,973
	Non-Management level (base salary only)		20,600	25,000	22,400	29,000	19,000	27,600	19,000	32,000
	Non-Management level (base salary + other cash incentives)	NA	NA	NA	NA	NA	NA	33,000	45,000	



## **Collective Bargaining Agreements**

GRI	Daufaumanaa	Performance Unit		2020		21	20	22	2023			
Standard	Performance	Unit	Male	Female	Male	Female	Male	Female	Male	Female		
403-10	Freedom of Association											
	Percentage of total employees covered by collective bargaining agreements	% of total employees	10	00	10	00	10	00	1	00		

# **Human Rights**

GRI Standard	Performance	Unit	2020	2021	2022	2023
412-1	Operations that have been sub Human Rights Assessment in	jected to human rights	review or impact ass	sessments		
	numan Rights Assessment in			11		44
	A. % of total assessed in Own	Sites	-	11	11	11
	Operation	% of Sites	-	100	100	100
	B. % of total assessed (of A.) where risks have been	Sites	-	11	11	11
	identified	% of Sites	-	100	100	100
	C. % of total assessed (of B.)	Sites	-	11	11	11
	with mitigation actions taken	% of Sites	-	100	100	100
	Human Rights Assessment in	Contractors and Tier-1	Suppliers			
	A. % of total assessed in Contractors and Tier-1 Suppliers	Contractors and Tier-1 Suppliers	-	-	-	292
		% of Contractors and Tier-1 Suppliers	-	-	-	100
	B. % of total assessed (of A.) where risks have been identified	Contractors and Tier-1 Suppliers	-	-	-	0
		% of Contractors and Tier-1 Suppliers	-	-	-	0
	C % of total account (of D)	Contractors and Tier-1 Suppliers	-	-	-	0
	C. % of total assessed (of B.) with mitigation actions taken	% of Contractors and Tier-1 Suppliers	-	-	-	0
	Human Rights Assessment in		ing stakes above 10%	, and without managen	nent control)	
	A. % of total assessed in	Joint Ventures	NA	NA	NA	NA
	Contractors and Tier-1 Suppliers	% of Joint Ventures	NA	NA	NA	NA
	B. % of total assessed (of A.)	Joint Ventures	NA	NA	NA	NA
	where risks have been identified	% of Joint Ventures	NA	NA	NA	NA
	C. % of total assessed (of B.)	Joint Ventures	NA	NA	NA	NA
	with mitigation actions taken	% of Joint Ventures	NA	NA	NA	NA



GRI Standard	Performance	Unit	2020	2021	2022	2023
412-2	Employee training on human r	ights policies or proce	dures			
	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	34	16	38	35
	% of employees 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
412-3	Significant investment agreem	ents and contracts tha	at include human right	s clauses or that under	rwent human rights sc	reening
	Total number of significant investment agreements and contracts	Number	NA	NA	NA	NA
	and percentage	%	NA	NA	NA	NA

## **Community Development**

GRI Standard	Performance	Unit	2020	2021	2022	2023
413-1	Operations with community engagement					
	Total number of Operation Site	Operation unit	10	10	11	12
	- Operation involved with local community	Operation unit	10	10	11	12
	engagement	%	100.00	100.00	100.00	100.00
	- Operation involved with social impact	Operation unit	10	10	11	12
	assessment	%	100.00	100.00	100.00	100.00
	- Operation with environmental impact	Operation unit	10	10	11	12
	assessments and ongoing monitoring	%	100.00	100.00	100.00	100.00
	- Operation involved with public disclosure of	Operation unit	10	10	11	12
	results of environmental and social impact assessments	%	100.00	100.00	100.00	100.00
	- Operation involved with local community	Operation unit	10	10	11	12
	development programs based on local communities' needs	%	100.00	100.00	100.00	100.00
	- Operation involved with broad based local	Operation unit	10	10	11	12
	community consultation committees and processes that include vulnerable groups	%	100.00	100.00	100.00	100.00
	- Operation involved with works councils,	Operation unit	10	10	11	12
	occupational health and safety committees	%	100.00	100.00	100.00	100.00
	Type of Philanthropic Activities					
	Total type of philanthropic activities	% of total costs	100	100	100	100
	A) Charitable Donations	% of total costs	35	31	26	20
	B) Community investment	% of total costs	25	28	26	21
	C) Community initiatives	% of total costs	40	41	48	59
	Philanthropic Contributions					
	Total amount of Cash contributions	Million Baht	22.78	14.47	6.89	4.25
	Total amount of Time: employee volunteering during paid working hours	Million Baht	0.34	0.25	3.45	5.61
	Total amount of In-kind giving: product or services donations, projects/partnerships or similar	Million Baht	5.64	4.12	6.69	12.83
	Total amount of Management overheads	Million Baht	2.29	1.60	1.54	2.13



#### **Occupational Health and Safety**

GRI Standard	Performance	Unit	2020	2021	2022	2023
403-8	Number of worker who covered by an occupational h	ealth and safety	management syst	em		
	employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;		100%	100%	100%	100%
	employees and workers who are not employees 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%
	employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party		-	-	-	
403-9	The number of hours worked					
	Employee	Hours	333,189	320,746	444,553	511,938
	Contractor	Tiours	386,174	391,993	695,813	885,540
	Lost time injury frequency rate (LTIFR)					
	Employee	Case per 1,000,000 hours worked	0	1.17	0	0
	Data coverage	% of employee	100%	100%	100%	100%
	Contractor	Case per 1,000,000 hours worked	0	0	0	0
	Data coverage	% of employee	100%	100%	100%	100%
	Number of high consequence work related injuries					
	Employee	Case per	0	1.17	0	0
	Contractor	1,000,000 hours worked	0	0	0	0
	Number of recordable work related injuries	Hours Works				
	Employee	_	0	1	0	1
	Contractor	Case	1	1	1	1
	Fatalities as a result of work-related injury	l .	· · · · · · · · · · · · · · · · · · ·		-	·
	Employee	-	0	0	0	0
	Contractor	Persons	0	0	0	0
	Absentee rate as a result of work-related injury					
	Employee	% of total days scheduled	0	1	0	0
	Target 2023	% of total days scheduled		0	)	
	Data Coverage	% of employees	100%	100%	100%	100%
	Absentee rate					
	Employees	% of total days scheduled	0	1	0	0
	Target 2023	% of total days scheduled		0		
	Data Coverage	% of employees	100%	100%	100%	100%



GRI Standard	Performance	Unit	2020	2021	2022	2023
403-10	Fatalities as a result of work-related ill health					
	Employee	Doroono	0	0	0	0
	Contractor	Persons	0	0	0	0
	Number of recordable work-related ill health					
	Employee	Cooo	0	0	0	0
	Contractor	Case	0	0	0	0