

Performance Summary

ECONOMIC PERFORMANCE

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

GRI Standard	Performance	Unit	2020	2021	2022	2023
205-3	Subsidiaries			100	100	100
	Joint Ventures (including stakes above 10%)			100	100	100
	Training Provided					
	Employees	%		100	100	100
	Contractors/ Suppliers/ Service Providers			100	100	100
	Subsidiaries			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

GRI Standard	Performance	Unit	2020	2021	2022	2023
308-1	Supplier Environment Assessment					
	New suppliers that were screened using environmental criteria					
	New suppliers	Number	1	0	4	0
	New suppliers that were screened using environmental criteria	Number	0	0	4	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 negative environmental impacts.	Number	0	0	0	0
		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					
	Total number of suppliers assessed for social impacts	Number	9	16	14	12
	Suppliers identified as having significant actual and potential negative social impacts.	Number	0	0	0	0
		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					
	Absolute number of suppliers	Number	N/A	N/A	N/A	2
	Supply chain risk exposure					
	Tier 1 supplier assessed (for sustainability risks) in the last 3 years	Number	N/A	N/A	N/A	292
		%	N/A	N/A	N/A	100
	Tier 1 suppliers classified as high-risk	Number	N/A	N/A	N/A	0
		%	N/A	N/A	N/A	0
	Critical non-tier 1 suppliers assessed (for sustainability risks) in the last 3 years	Number	N/A	N/A	N/A	12
	Critical non-tier 1 suppliers classified as high-risk	Number	N/A	N/A	N/A	0
	Supplier Risk Management Measures					
	Critical suppliers assessed annually	%	N/A	N/A	N/A	100
	Suppliers with high sustainability risk					
	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	
S&P CSA	Percentage of current suppliers with high sustainability risk which have corrective action plans	%	N/A	N/A	N/A	100	
	Percentage of current high sustainability risk suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	%	N/A	N/A	N/A	100	
	Supplier Screening						
	Total number of Tier-1 suppliers	Number			N/A	292	
	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	
	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						
	Total number of suppliers supported in corrective action plan implementation	Number			0	0	
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%			0	0	
	Target of suppliers supported in corrective action plan for FY2023	%	100				
	Capacity building programs						
	Total number of suppliers in capacity building programs				0	41	
	% of significant suppliers in capacity building programs	%			0	100	
	Target of suppliers in capacity building programs for FY2023	Number	100				
	Supply Chain KPIs						
	KPI 1: % of Acknowledgement of Supplier Code of Conduct	Target: % Target Year: NA					
	% 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/A					
% 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	Tons	8,436.51	7,576.59	7,250.32	7,703.99
	Hazardous waste		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 option					
	Total	Tons	7.41	7.02	7.99	4.15
	- Preparation for reuse		0	0	0	0
	- Recycling		0	0	0	1.60
	- On-site storage		7.41	7.02	7.34	2.25
	Non-hazardous waste diverted from disposal by recovery option					
	Total	Tons	3,732.12	5,638.74	5,823.24	7,694.99
	- Preparation for reuse		2,000.00	0	0	0
	- Recycling		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	Tons	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)		0	0	0	0
	Total waste recycled / reused		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	MWh	11,569.52	10,890.90	11,877.73	11,292.62
	Heating		-	-	-	-
	Cooling		-	-	-	-
	Steam		-	-	-	-
	Type of energy sold					
	Electricity	MWh	-	-	-	-
	Heating		-	-	-	-
	Cooling		-	-	-	-
	Steam		-	-	-	-
302-2	Energy consumption outside of the organization					
	Total energy consumption	MWh	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 CO ₂ e	256	274	356	415
	Data coverage	% of Revenue	100	100	100	
	Scope 1 Biogenic CO2 emissions					
	Total Scope 1 Biogenic CO2 emissions	ton CO ₂ e	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 CO ₂ e	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 CO ₂ e	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 CO ₂ e/THB	0.0000001482	0.0000001256	0.0000001457	0.0000001492
	Scope 2		0.0000092948	0.000001711	0.0000049460	0.0000046534
305-5	Scope 1 emissions reduction					
	Total scope 1 emissions	ton CO ₂ e	NA	(286)	82	415
	Scope 2 emissions reduction					
	Total scope 2 emissions	ton CO ₂ e	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 (fresh water + wastewater)	MI	83,576.96	96,217.58	96,785.22	104,245.97
	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 with water stress		N/A	N/A	96,785.22	104,245.97
	Total freshwater withdrawal from area with water stress		N/A	N/A	74,775.54	82,804.05
	- 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 water stress		N/A	N/A	22,009.68	21,441.92
	Data coverage	% of Revenue	100	100	100	100
303-4	Water discharge by destination					
	Total water discharge	MI	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		64,851.53	76,334.91	79,994.06	83,913.34
	Total water discharge (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 Consumption		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)		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 Standard	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	39.50
	Suspended Solid (SS)	mg/L	≤ 50	9	7.43	8.08	6.17
	WHA CIE 2						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	3.3	3.83	5.00	4.75
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	26	33.25	23.00	33.75
	Suspended Solid (SS)	mg/L	≤ 50	14.3	13.83	10.83	15.00
	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	50.8
	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	7.70
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	30.00	31.67	42	58.60
	Suspended Solid (SS)	mg/L	≤ 50	12.16	10	11.92	15.50
	WHA ESIE 1 Phase 3						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	5.80	5.8	7	5.80
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	33.00	38.70	39	41.20
	Suspended Solid (SS)	mg/L	≤ 50	7.60	6.8	7.8	12.0
	WHA ESIE 2						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	5.59	4.7	5	6.1
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	35.50	41.45	51	51.8
	Suspended Solid (SS)	mg/L	≤ 50	15.32	15.45	21.5	19.4
	WHA ESIE 4						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	5	4.8	6	6.8
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	37	34.1	38	49.1
	Suspended Solid (SS)	mg/L	≤ 50	21	17.5	19.2	20
	WHA EIE						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	4	4.00	3	3
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	20	42.58	38	42.4
	Suspended Solid (SS)	mg/L	≤ 50	17	11.6	24.25	21.7
	WHA RIL						
	Biochemical Oxygen Demand (BOD)	mg/L	≤ 20	8	7.83	8	9.6
	Chemical Oxygen Demand (COD)	mg/L	≤ 120	37	37.16	39	47.6
	Suspended Solid (SS)	mg/L	≤ 50	11	10.83	13.58	17.8
	WHA SIL						
	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)	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

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
SET ESG RATING	Ambient air quality monitoring by industrial estate operation*						
	WHA ESIE						
	Location 1: Chompon Chao Phraya Temple						
	NOx	ppm	≤ 0.17	0.014-0.052	0.004-0.011	0.0139-0.0344	0.0045-0.0050
	SOx	mg/m ³	≤ 0.3	0.0039-0.0100	0.0185-0.0204	0.0021-0.0024	0.005-0.010
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.031-0.061	0.065-0.080	0.019-0.035	0.018-0.034
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 2: Klong Gram Temple						
	NOx	ppm	≤ 0.17	0.004-0.027	** 0.006-0.008	0.0143-0.0268	0.0106-0.0138
	SOx	mg/m ³	≤ 0.3	0.0031-0.0072	**0.0217-0.0253	0.0018-0.0027	0.003-0.005
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.027-0.106	**0.051-0.092	0.017-0.035	0.020-0.042
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 3: Ras Asadaram Temple						
	NOx	ppm	≤ 0.17	0.007-0.050	** 0.006-0.010	0.0136-0.0320	0.0021-0.0029
	SOx	mg/m ³	≤ 0.3	0.0012-0.0232	**0.0124-0.0146	0.0026-0.0029	0.007-0.029
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.047-0.216	** 0.114-0.236	0.037-0.096	0.041-0.081
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 4: Ban Wang Ta Pin						
	NOx	ppm	≤ 0.17	0.012-0.050	** 0.003-0.007	0.0132-0.0310	0.0051-0.0061
	SOx	mg/m ³	≤ 0.3	0.0036-0.0138	**0.0088-0.0096	0.0016-0.0028	0.004-0.008
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.035-0.307	**0.059-0.282	0.018-0.100	0.031-0.099
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 5: Ban Map Lang School						
	NOx	ppm	≤ 0.17	0.009-0.054	**0.007-0.012	0.0119-0.0248	0.0023-0.0031
	SOx	mg/m ³	≤ 0.3	0.0015-0.0145	**0.0060-0.0067	0.0023-0.0030	0.004-0.012
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.040-0.118	**0.065-0.077	0.018-0.044	0.014-0.041
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	Location 6: Sri Sattanaram Monk Center						
	NOx	ppm	≤ 0.17	0.020-0.055	**0.005-0.011	0.0145-0.0312	0.0014-0.0028
	SOx	mg/m ³	≤ 0.3	0.0029-0.0111	**0.0045-0.0060	0.0022-0.0030	<0.001-0.008
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.022-0.105	**0.056-0.078	0.018-0.039	0.014-0.026
	Particulate matter10 (PM10)	mg/m ³	< 0.12	-	-	-	-
	WHA ESIE1						
	Location 1: Eastern Sugar Company Community School						
	NOx	ppm	≤ 0.17	0.001-0.022	** 0.001-0.030	0.0086-0.0333	0.014-0.060
	SOx	mg/m ³	≤ 0.12	0.0020-0.0231	**0.0045-0.0060	0.0019-0.0031	0.0081-0.0176
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.028-0.178	**0.030-0.231	0.033-0.079	0.044-0.224
	Particulate matter10 (PM10)	mg/m ³	< 0.12	0.015-0.076	**0.011-0.120	0.019-0.079	0.023-0.103
	Location 2: Surasak School						
	NOx	ppm	≤ 0.17	<0.001-0.0250	**0.004-0.065	0.0047-0.0171	0.004-0.017
	SOx	mg/m ³	≤ 0.12	0.0009-0.0119	**0.0003-0.0052	0.0018-0.0065	0.007-0.028
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.223	** 0.021-0.251	0.027-0.050	0.024-0.150
	Particulate matter10 (PM10)	mg/m ³	< 0.12	0.009-0.071	**0.010-0.093	0.011-0.035	0.013-0.074
	Location 3: Weather Station						
	NOx	ppm	≤ 0.17	0.004-0.084	**0.011-0.018	0.0016-0.0230	0.014-0.042
	SOx	mg/m ³	≤ 0.12	0.001-0.0080	**0.002-0.013	0.0012-0.0065	0.001-0.009
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.087	**0.020-0.087	0.027-0.050	0.035-0.148
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.008-0.071	**0.018-0.042	0.018-0.070	0.016-0.026
	Location 4: Klong Gram Temple						
	NOx	ppm	≤ 0.17	0.004-0.084	** 0.002-0.015	0.0038-0.0148	0.010-0.032
	SOx	mg/m ³	≤ 0.12	0.001-0.0080	** 0.005-0.023	0.0016-0.0020	0.015-0.031
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.087	** 0.024-0.082	0.031-0.089	0.029-0.049
	Total Suspended Particulate matter10 (PM10)	mg/m ³	< 0.12	0.008-0.071	**0.010-0.044	0.019-0.045	0.021-0.03

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
SET ESG RATING	Location 5: Ban Tai Sun						
	NOx	ppm	≤ 0.17	<0.001-0.017	** 0.009-0.033	0.0082-0.0188	0.021-0.042
	SOx	mg/m ³	≤ 0.12	0.0023-0.0057	**0.0047-0.012	0.0016-0.0024	0.001-0.002
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.017-0.071	**0.019-0.052	0.034-0.073	0.016-0.023
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.008-0.042	**0.013-0.044	0.012-0.037	0.010-0.018
	Location 6: Khao Kan Song Temple						
	NOx	ppm	≤ 0.17	0.001-0.022	** 0.003-0.023	0.0025-0.0097	0.007-0.055
	SOx	mg/m ³	≤ 0.12	0.0084-0.0225	** 0.007-0.021	0.0018-0.0027	0.028-0.049
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.097	** 0.023-0.097	0.032-0.088	0.027-0.105
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.014-0.055	** 0.017-0.050	0.019-0.033	0.019-0.05
	Location 7: Ta Kien Ku Temple						
	NOx	ppm	≤ 0.17	<0.001-0.019	** 0.002-0.010	0.0030-0.0098	0.004-0.012
	SOx	mg/m ³	≤ 0.12	0.0012-0.0036	** 0.0003-0.006	0.0016-0.0027	0.013-0.022
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.019-0.105	** 0.018-0.062	0.019-0.068	0.019-0.046
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.01-0.068	** 0.010-0.043	0.009-0.033	0.011-0.023
	Location 8: Ban Som						
	NOx	ppm	≤ 0.17	<0.001-0.055	**0.002-0.020	0.0019-0.0095	0.004-0.007
	SOx	mg/m ³	≤ 0.12	0.0018-0.0055	**0.0004-0.007	0.0019-0.0026	0.009-0.019
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.022-0.074	** 0.014-0.102	0.025-0.051	0.017-0.027
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.01-0.038	** 0.005-0.038	0.012-0.039	0.033-0.085
	WHA ESIE 2						
	Location 1: Ban Map Lam Bid School						
	NOx	ppm	≤ 0.17	0.007-0.021	** <0.001-0.015	0.0063-0.0090	0.008-0.020
	SOx	mg/m ³	≤ 0.30	0.0024-0.011	** 0.003-0.008	0.0063-0.0076	0.0055-0.0126
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.062	** 0.024-0.039	0.023-0.048	0.029-0.063
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.007-0.039	**0.015-0.023	0.012-0.024	0.010-0.035
	Location 2: Industrial estate area						
	NOx	ppm	≤ 0.17	0.010-0.027	**0.004-0.010	0.0089-0.0122	0.003-0.008
	SOx	mg/m ³	≤ 0.30	0.0017-0.0159	**0.002-0.003	0.0066-0.0079	0.0010-0.0016
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.052	**0.017-0.030	0.026-0.050	0.022-0.036
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.013-0.039	**0.010-0.018	0.014-0.032	0.008-0.028
	Location 3: Ban Map Lam Bid Moo. 7						
	NOx	ppm	≤ 0.17	0.002-0.013	**0.003-0.010	0.0087-0.0108	0.005-0.014
	SOx	mg/m ³	≤ 0.30	0.0046-0.0084	**0.008-0.009	0.0068-0.0076	0.0016-0.0050
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.120	**0.025-0.039	0.018-0.041	0.021-0.080
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.007-0.079	**0.014-0.024	0.008-0.024	0.015-0.032
	Location 4: Khao Kan Song Moo. 3						
	NOx	ppm	≤ 0.17	0.004-0.017	** 0.002-0.009	0.0087-0.0109	0.007-0.013
	SOx	mg/m ³	≤ 0.30	0.0035-0.0101	** 0.005-0.011	0.0063-0.0081	0.0039-0.0181
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.031-0.089	** 0.033-0.093	0.028-0.045	0.023-0.056
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.018-0.075	** 0.029-0.048	0.009-0.020	0.013-0.032
	Location 5: Chong Lom Temple						
	NOx	ppm	≤ 0.17	0.001-0.015	**0.003-0.010	0.0078-0.0108	0.002-0.008
	SOx	mg/m ³	≤ 0.30	0.0024-0.0049	**0.008-0.012	0.0090-0.0113	0.0013-0.0026
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.092	**0.018-0.047	0.021-0.071	0.019-0.081
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.011-0.034	**0.008-0.013	0.008-0.027	0.013-0.045
	Location 6: Ban Map Kila Moo. 4						
	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
SET ESG RATING	SOx	mg/m ³	≤ 0.30	0.0052-0.0118	**0.006-0.015	0.0066-0.0076	0.0013-0.0045
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.010-0.069	**0.031-0.077	0.036-0.220	0.057-0.139
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.022-0.112	**0.014-0.029	0.012-0.102	0.034-0.102
	WHA ESIE 3						
	Location 1: Ban Ta Jam School						
	NOx	ppm	≤ 0.17	-	-	0.0074-0.0229	<0.001-0.070
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0033	0.0254-0.1492
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.040-0.295	***0.210-0.790	0.041-0.092	0.110-0.280
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.020-0.086	***0.071-0.175	0.019-0.042	0.035-0.116
	Location 2: Ta Jam Sub-District Hospital						
	NOx	ppm	≤ 0.17	-	-	0.0061-0.0206	<0.001-0.017
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0032	0.0072-0.0089
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.037-0.019	***0.039-0.061	0.023-0.061	0.046-0.074
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.078-0.036	***0.021-0.046	0.013-0.041	0.026-0.051
	Location 3: Huay Mara Sub-District Hospital						
	NOx	ppm	≤ 0.17	-	-	0.0088-0.0184	<0.001-0.008
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0032	0.0081-0.0098
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.017-0.010	***0.043-0.129	0.032-0.090	0.032-0.073
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.061-0.029	***0.021-0.052	0.022-0.080	0.015-0.028
	Location 4: Ban Meun Jit Sub-District Hospital						
	NOx	ppm	≤ 0.17	-	-	0.0083-0.0216	<0.001-0.006
	SOx	mg/m ³	≤ 0.30	-	-	0.0016-0.0033	0.0079-0.0097
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.023-0.011	***0.043-0.056	0.039-0.071	0.019-0.057
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.062-0.032	***0.020-0.030	0.020-0.045	0.013-0.039
	Location 5: Raweng School						
	NOx	ppm	≤ 0.17	-	-	0.0073-0.0221	<0.001-0.008
	SOx	mg/m ³	≤ 0.30	-	-	0.0018-0.0034	0.0092-0.0121
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.044-0.014	***0.037-0.093	0.026-0.060	0.029-0.047
	PM ₁₀	mg/m ³	< 0.12	0.086-0.036	***0.020-0.041	0.011-0.028	0.018-0.039
	Location 6: Chaloeamraj Temple						
	NOx	ppm	≤ 0.17	-	-	0.0065-0.0194	<0.001-0.005
	SOx	mg/m ³	≤ 0.30	-	-	0.0017-0.0035	0.0087-0.0118
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.012	***0.028-0.050	0.031-0.059	0.030-0.063
	PM ₁₀	mg/m ³	< 0.12	0.058-0.033	***0.013-0.024	0.020-0.048	0.021-0.044
	WHA ESIE 4						
	Location 1: Ban Nikom Sans Ton Eng-main road						
	NOx	ppm	≤ 0.17	0.004-0.013	**0.003-0.009	0.0012-0.0109	0.002-0.009
	SOx	mg/m ³	≤ 0.30	0.0009-0.0032	**0.0113-0.0162	0.0008-0.0052	0.0034-0.0064
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.024-0.074	**0.022-0.036	0.023-0.055	0.014-0.035
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.012-0.030	**0.028-0.042	0.010-0.031	0.031-0.063
	Location 2: Ban Nong Mapring						
	NOx	ppm	≤ 0.17	0.001-0.015	**0.005-0.010	0.0010-0.0093	0.003-0.026
	SOx	mg/m ³	≤ 0.30	0.002-0.0043	**0.0034-0.0063	0.0015-0.0050	0.0027-0.0037
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.024-0.072	**0.020-0.029	0.025-0.047	0.019-0.040
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.016-0.035	**0.028-0.038	0.012-0.032	0.032-0.074
	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/m ³	≤ 0.30	0.0022-0.0052	**0.0031-0.0042	0.0017-0.0062	0.0043-0.0052
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.013-0.032	**0.020-0.032	0.019-0.038	0.018-0.047

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
SET ESG RATING	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.021-0.070	**0.028-0.040	0.008-0.028	0.036-0.096
	Location 4: Ban Mae Nam Ku						
	NO _x	ppm	≤ 0.17	0.008-0.044	**0.008-0.016	0.0027-0.0125	0.012-0.028
	SO _x	mg/m ³	≤ 0.30	0.0037-0.0145	**0.0068-0.0168	0.0012-0.0077	0.0048-0.0085
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.021-0.077	**0.025-0.037	0.021-0.033	0.028-0.057
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.012-0.040	**0.043-0.077	0.009-0.011	0.059-0.174
	WHA CIE1						
	Location 1: Resident and commercial area within the industrial estate						
	NO _x	ppm	≤ 0.17	0.006-0.018	**<0.001-0.028	0.0045-0.0129	0.010-0.011
	SO _x	mg/m ³	≤ 0.30	0.0031-0.0047	**0.0026-0.0079	0.0019-0.0066	0.0128-0.0130
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.099-0.152	**0.183-0.257	0.043-0.064	0.083-0.094
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	-	-	-	
	Location 2: Bo Win School						
	NO _x	ppm	≤ 0.17	0.001-0.002	**<0.001-0.033	0.0015-0.0091	0.005-0.007
	SO _x	mg/m ³	≤ 0.30	0.0029-0.0032	**0.0055-0.0086	0.0011-0.0075	0.0104-0.0156
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.085-0.205	**0.132-0.161	0.021-0.026	0.071-0.128
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	-	-	-	
	Location 3: Pan Saded Nok Temple						
	NO _x	ppm	≤ 0.17	0.001	**0.0060-0.0580	0.0041-0.0111	0.009-0.013
	SO _x	mg/m ³	≤ 0.30	0.0025-0.0026	**0.0037-0.0081	0.0010-0.0055	0.0327-0.0369
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.032-0.044	**0.157-0.167	0.026-0.032	0.066-0.082
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	-	-	-	
	WHA CIE2						
	Location 1: Hoobbon Sub-District Hospital						
	NO _x	ppm	≤ 0.17	0.001-0.004	**<0.001-0.032	0.0041-0.0142	0.007-0.009
	SO _x	mg/m ³	≤ 0.30	0.0011-0.0029	**0.0026-0.0037	0.0008-0.0058	0.0041-0.0056
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.022-0.057	**0.044-0.064	0.038-0.068	0.066-0.084
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.013-0.025	**0.031-0.057	0.018-0.041	0.038-0.046
	Location 2: Khao Hin Lad Temple						
	NO _x	ppm	≤ 0.17	0.001-0.004	**<0.001-0.007	0.0026-0.0100	0.004-0.008
	SO _x	mg/m ³	≤ 0.30	0.0014-0.0024	**0.0037-0.0217	0.0010-0.0076	0.0042-0.0059
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	**0.041-0.082	**0.041-0.082	0.029-0.057	0.036-0.085
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.012-0.019	**0.030-0.057	0.016-0.042	0.028-0.039
	Location 3: Khao Kan Song Moo.3 Community						
	NO _x	ppm	≤ 0.17	0.001-0.004	**<0.001-0.008	0.0016-0.0151	0.008-0.011
	SO _x	mg/m ³	≤ 0.30	0.0039-0.0054	**0.0003-0.0058	0.0010-0.0050	0.0025-0.0031
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.021-0.073	**0.080-0.135	0.031-0.066	0.048-0.068
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.008-0.028	**0.045-0.069	0.015-0.044	0.026-0.033
	Location 4: Siri Anusorn Community						
	NO _x	ppm	≤ 0.17	0.004-0.007	**<0.001-0.035	0.0036-0.0153	0.011-0.015
	SO _x	mg/m ³	≤ 0.30	0.0120-0.0130	**0.0173-0.0212	0.0010-0.0093	0.0018-0.0036
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.020-0.050	**0.048-0.096	0.034-0.085	0.064-0.101
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 0.12	0.004-0.007	**0.028-0.048	0.019-0.041	0.037-0.046
	WHA EIE						
	Location 1: WHA EIE office						
	NO _x	ppm	≤ 0.17	0.010-0.030	<0.001-0.018	0.0015-0.0087	<0.001-0.042
	SO _x	mg/m ³	≤ 0.30	0.0006-0.0007	0.0004-0.0014	0.0050-0.0060	0.0063-0.0085
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.037-0.083	0.016-0.029	0.016-0.049	0.045-0.081

GRI Standard	Performance	Unit	Standard	2020	2021	2022	2023
SET ESG RATING	NOx	ppm	≤ 0.17	0.001-0.029	** 0.001-0.017	0.0050-0.0104	0.002-0.029
	SOx	mg/m ³	≤ 0.30	<0.001-0.003	** 0.002-0.005	0.0016-0.0038	0.001-0.009
	Total Suspended Particulate (TSP)	mg/m ³	≤ 0.33	0.018-0.100	** 0.017-0.026	0.030-0.068	0.031-0.056
	Total Suspended Particulate matter ₁₀ (PM ₁₀)	mg/m ³	< 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	Operation	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		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 CSA	Biodiversity Exposure & Assessment					
	Total number of sites and the total area used for operational activities	Number	N/A	11	11	11
		Area (Hectares)	N/A	7,200.3056	7,200.3056	7,200.3056
	Total number of sites and total area for operational activities that have conducted biodiversity impact assessments in past 5 years	Number	N/A	11	11	11
		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 years are in close proximity to critical biodiversity	Number	N/A	2	2	2
		Area (Hectares)	N/A	1,532.39	1,532.39	1,532.39
	Total number of sites, in close proximity to critical biodiversity, that have biodiversity management plan	Number	N/A	2	2	2
		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 Standard	Performance	Unit	2020		2021		2022		2023		
			Male	Female	Male	Female	Male	Female	Male	Female	
2-7	Total number of employees	Person	129		152		182		198		
			106	23	121	31	142	40	161	37	
			Thailand	106	23	121	31	140	37	155	35
			Vietnam	NA	NA	NA	NA	2	3	6	2
	Total employee by age group										
	Below 30 years old	Person	37	9	38	12	34	14	37	13	
		%	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	1	13	1	15	2	19	1	
		%	8.49	4.35	10.74	3.23	10.56	5.00	11.80	2.70	
	Total employee by level										
	All Management position										
	Thailand	Person	17	8	22	10	29	9	31	12	
	Vietnam		NA	NA	NA	NA	0	3	2	2	
	Total number of management		17	8	22	10	29	12	33	14	
			25		32		41		47		
	Top management										
	Thailand	Person	6	2	6	1	7	1	7	0	
	Vietnam		NA	NA	NA	NA	0	0	0	0	
	Total top management		6	2	6	1	7	1	7	0	
			8		7		8		7		
	Middle management										
	Thailand	Person	6	5	9	8	16	6	17	6	
	Vietnam		NA	NA	NA	NA	0	3	1	2	
	Total middle management		6	5	9	8	16	9	18	8	
			11		17		25		26		
	Junior management										
	Thailand	Person	5	1	7	1	6	2	7	6	
	Vietnam		NA	NA	NA	NA	0	0	1	0	
	Total junior management		5	1	7	1	6	2	8	6	
			6		8		8		14		
	Staff										
	Thailand	Person	89	15	99	21	111	28	120	20	
	Vietnam		NA	NA	NA	NA	2	0	4	0	
	Total staff		89	15	99	21	111	28	124	20	
			104		120		141		144		
	Total employee by employment type										
	Permanent employee by region										
	Thailand	Person	106	23	121	31	139	34	151	35	
	Vietnam		NA	NA	NA	NA	2	3	6	2	
	Total permanent employee		106	23	121	31	141	37	157	37	
			129		152		178		194		
	Temporary employee by region										
	Thailand	Person	0	0	0	0	1	3	4	0	
	Vietnam		0	0	0	0	0	0	0	0	
	Total temporary employee		0	0	0	0	1	3	4	0	
			0		0		4		4		
	Non-guaranteed hours employee by region										
	Thailand	Person	0	0	0	0	0	0	0	0	
	Vietnam		0	0	0	0	0	0	0	0	
	Total non-guaranteed hours employee		0	0	0	0	0	0	0	0	
			0		0		0		0		

GRI Standard	Performance	Unit	2020		2021		2022		2023		
			Male	Female	Male	Female	Male	Female	Male	Female	
2-7	Full-time employee by region										
	Thailand	Person	106	23	121	31	140	37	155	35	
	Vietnam		NA	NA	NA	NA	2	3	6	2	
	Total full-time employee		106	23	121	31	142	40	161	37	
			129		152		182		198		
	Part-time employee by region										
	Thailand	Person	0	0	0	0	0	0	0	0	
	Vietnam		0	0	0	0	0	0	0	0	
	Total part-time employee		0	0	0	0	0	0	0	0	
			0		0		0		0		

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	New employee hires									
	Total number of new employee hires	Person	25	9	24	7	29	11	31	7
			34		31		40		38	
	New hire rate	% of total employee	26.78		20.39		21.98		19.19	
	Open positions filled by internal candidate (internal hires)	%	NA		NA		NA		1.72	
	Average Hiring Cost/ FTE	Baht	NA		NA		NA		21,750	
	New employee hires by region									
	Thailand	Person	25	9	24	7	27	8	27	7
		% of total employee	19.38	6.98	15.79	4.61	14.84	4.40	13.64	3.54
	Vietnam	Person	NA	NA	NA	NA	2	3	4	0
		% of total employee	NA	NA	NA	NA	1.10	1.65	2.02	0.00
	New employee hires by nationality									
	Thai	Person	NA	NA	NA	NA	NA	NA	28	7
		% of total employee	NA	NA	NA	NA	NA	NA	14.14	3.54
	Vietnamese	Person	NA	NA	NA	NA	NA	NA	3	0
		% of total employee	NA	NA	NA	NA	NA	NA	1.52	0.00
	American	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	Canadian	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	French	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	Japanese	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	New employee by management level									
	Top Management									
	Thailand	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	Vietnam	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	0.00
	Middle Management									
	Thailand	Person	NA	NA	NA	NA	NA	NA	9	0
		% of total employee	NA	NA	NA	NA	NA	NA	4.55	0.00
	Vietnam	Person	NA	NA	NA	NA	NA	NA	1	2
		% of total employee	NA	NA	NA	NA	NA	NA	0.51	1.01
	Junior Management									
	Thailand	Person	NA	NA	NA	NA	NA	NA	0	2
		% of total employee	NA	NA	NA	NA	NA	NA	0.00	1.01
	Vietnam	Person	NA	NA	NA	NA	NA	NA	1	0
		% of total employee	NA	NA	NA	NA	NA	NA	0.51	0.00
	New employee hires by age									
	Below 30 years old	Person	14	7	12	5	12	6	12	3
		% of total employee	10.85	5.43	7.89	3.29	6.59	3.30	6.06	1.52

Labor Practice Indicators

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			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 bodies by age group									
	Below 30 years old	Person	0	0	0	0	0	0	0	0
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	30-50 years old	Person	2	1	2	1	2	2	2	2
		%	100.00	50.00	66.67	50.00	66.67	66.67	66.67	66.67
	Over 50 years old	Person	0	1	1	1	1	1	1	1
		%	0.00	50.00	33.33	50.00	33.33	33.33	33.33	33.33
	Diversity of total workforce by age group									
	Below 30 years old	Person	37	9	38	12	34	14	37	13
		%	30.19	34.78	31.40	38.71	23.94	35.00	18.69	6.57
	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	53.03	11.62
	Over 50 years old	Person	9	1	13	1	15	2	19	1
		%	8.49	4.35	10.74	3.23	10.56	5.00	9.60	0.51
	Diversity of employee by gender									
	Top management	Persons	6	2	6	1	7	1	7	0
		% 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
		% FTEs	4.65	3.88	5.92	5.26	8.79	4.95	9.09	4.04
	Junior management	Persons	5	1	7	1	6	2	8	6
		% FTEs	3.88	0.78	4.61	0.66	3.30	1.10	4.04	3.03
	Staff	Persons	89	15	99	21	113	28	124	23
		% FTEs	68.99	11.63	65.13	13.82	62.09	15.38	62.63	11.62
	Diversity of employee-by-employee category									
	Top management									
	Below 30 years old	Persons	0	0	0	0	0	0	0	0
		% FTEs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	30-50 years old	Persons	6	4	5	4	5	5	5	5
		% FTEs	24.00	12.50	12.20	12.20	12.20	12.20	71.43	71.43
	Over 50 years old	Persons	2	3	3	3	3	3	2	2
		% FTEs	8.00	9.38	7.32	9.38	7.32	7.32	28.57	28.57
	Total of top management	Persons	8	7	8	7	8	8	7	7
	Middle management									
	Below 30 years old	Persons	1	1	0	1	0	0	0	0
		% FTEs	4.00	3.13	0.00	3.13	0.00	0.00	0.00	0.00
	30-50 years old	Persons	10	15	23	15	23	23	21	21
		% FTEs	40.00	46.88	56.10	46.88	56.10	56.10	80.77	80.77
	Over 50 years old	Persons	0	1	2	1	2	2	2	2
		% FTEs	0.00	3.13	4.88	3.13	4.88	4.88	7.69	7.69
	Total of middle management	Persons	11	17	25	17	25	25	23	23
	Junior management									
	Below 30 years old	Persons	1	0	0	0	0	0	0	0
		% FTEs	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	30-50 years old	Persons	4	7	7	7	7	7	12	12
		% FTEs	16.00	21.88	17.07	21.88	17.07	17.07	85.71	85.71
	Over 50 years old	Persons	1	1	1	1	1	1	1	1
		% FTEs	4.00	3.13	2.44	3.13	2.44	2.44	7.14	7.14
	Total of junior management	Persons	6	8	8	8	8	8	13	13

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
405-1	Staff									
	Below 30 years old	Persons	44		49		48		47	
		% FTEs	34.11		32.24		26.37		23.74	
	30-50 years old	Persons	53		62		82		82	
		% FTEs	41.09		40.79		45.05		41.41	
	Over 50 years old	Persons	7		9		11		14	
		% FTEs	5.43		5.92		6.04		7.07	
	Total of staff	Persons	104		120		141		143	
	Employee with disabilities									
	Total Employee with disabilities	Person	0		0		0		0	
		% of total employee	0		0		0		0	
	Share of women in total workforce									
	Share of women in total workforce	Person	0	NA	0	NA	0	NA	0	23
		% of total workforce	0	NA	0	NA	0	NA	0	11.62
	Target 2023	%	N/A							
	Share of women in all management positions, including junior, middle and top management	Person	0	NA	0	NA	0	NA	0	12
		% of total management positions	0	NA	0	NA	0	NA	0	25.53
	Target 2023	%	N/A							
	Share of women in junior management positions, i.e. first level of management	Person	0	NA	0	NA	0	NA	0	6
		% of total junior management positions	0	NA	0	NA	0	NA	0	42.86
	Target 2023	%	N/A							
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	Person	0	NA	0	NA	0	NA	0	0
		% of total top management positions	0	NA	0	NA	0	NA	0	0.00
	Target 2023	%	N/A							
	Share of women in management positions in revenue-generating functions (e.g. sales)	Person	0	NA	0	NA	0	NA	0	8
		% of all such managers (i.e. excluding support functions such as HR, IT, Legal etc.)	0	NA	0	NA	0	NA	0	32.00
	Target 2023	%	N/A							
	Share of women in STEM-related positions	Person	0	NA	0	NA	0	NA	0	13
		% of total STEM positions	0	NA	0	NA	0	NA	0	100.00
	Target 2023	%	N/A							
	Breakdown based on Nationality: Thailand									
	Share in total workforce	Persons	NA	NA	NA	NA	NA	NA	155	35
		% of total employee	NA	NA	NA	NA	NA	NA	78.28	17.68
	Share in all management positions, including junior, middle and senior management	Persons	NA	NA	NA	NA	NA	NA	31	12
		% of total management workforce	NA	NA	NA	NA	NA	NA	65.96	25.53
	Breakdown based on Nationality: Others									
	Share in total workforce (American)	Person	NA	NA	NA	NA	NA	NA	0	0
		% of total workforce	NA	NA	NA	NA	NA	NA	0.00	0.00
		Person	NA	NA	NA	NA	NA	NA	0	0

Collective Bargaining Agreements

GRI Standard	Performance	Unit	2020		2021		2022		2023	
			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	100		100		100		100	

Human Rights

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

GRI Standard	Performance	Unit	2020	2021	2022	2023
412-2	Employee training on human rights policies or procedures					
	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Hours	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 agreements and contracts that include human rights clauses or that underwent human rights screening					
	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 engagement	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Operation involved with social impact assessment	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Operation with environmental impact assessments and ongoing monitoring	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Operation involved with public disclosure of results of environmental and social impact assessments	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Operation involved with local community development programs based on local communities' needs	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Operation involved with broad based local community consultation committees and processes that include vulnerable groups	Operation unit	10	10	11	12
		%	100.00	100.00	100.00	100.00
	- Operation involved with works councils, occupational health and safety committees	Operation unit	10	10	11	12
		%	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 health and safety management system					
	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		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 1,000,000 hours worked	0	1.17	0	0
	Contractor		0	0	0	0
	Number of recordable work related injuries					
	Employee	Case	0	1	0	1
	Contractor		1	1	1	1
	Fatalities as a result of work-related injury					
	Employee	Persons	0	0	0	0
	Contractor		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	Persons	0	0	0	0
	Contractor		0	0	0	0
	Number of recordable work-related ill health					
	Employee	Case	0	0	0	0
	Contractor		0	0	0	0