

Fraser's Property (Thailand)

2024 Sustainability Performance Report

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Reporting Boundary

GRI 2-2

This sustainability performance report of Frasers Property (Thailand) Public Company Limited (“FPT” or “the Company”) includes economic, social and environment data. The report discloses the sustainability performance and outcome of FPT’s sustainability initiatives and activities, conducted by FPT, and its subsidiaries, associates, joint ventures (JV), and other investments (Thailand and abroad), which are under the Company’s management control. The reporting boundary is illustrated per below information and table.

- **Economic data:** the data covers data from all FPT subsidiaries, associates, JV and other investments (Thailand and abroad).
- **Social and environment data:** the data covers only data in Thailand.

 refers to non relevance for reporting.

#	Business/Property	Environment Data such as, Greenhouse Gas (GHG), Energy, Water and Waste				Social Data such as, Human Resource and Occupational Health & Safety			
		2021	2022	2023	2024	2021	2022	2023	2024
Head Office									
1	Head Office: Mitrtown Office Tower 20 th -23 rd floor	●	●	●	●	●	●	●	●
Residential Property Business									
2	Townhome/ Twin house/ Single-detached house/Condominium	●	●	●	●	●	●	●	●
Industrial Property Business									
3	Factory and warehouse where its operations are under the control of the Company	●	●	●	●	●	●	●	●
Commercial Property Business ¹									
4	Goldenland Building ¹	●	●			●	●		
5	FYI Center	●	●	●	●	●	●	●	●

#	Business/Property	Environment Data such as, Greenhouse Gas (GHG), Energy, Water and Waste				Social Data such as, Human Resource and Occupational Health & Safety			
		2021	2022	2023	2024	2021	2022	2023	2024
6	Samyan Mitrtown	●	●	●	●	●	●	●	●
7	Triple Y Hotel	●	●	●	●	●	●	●	●
8	Triple Y Residence	●	●	●	●	●	●	●	●
9	Panorama Golf and Country Club	●	●	●	●	●	●	●	●
10	Silom Edge ²	●	●	●	●	●	●	●	●
11	Modena by Fraser Bangkok ³								
12	Mayfair Marriot Executive Apartment ³								
13	The Ascott Sathorn and Sky Villas ³								
14	W-Hotel ³								
Others									
15	FTREIT ⁴					●	●	●	●
16	GVREIT ⁴					●	●	●	●
17	TRA Land Development ⁵					●	●	●	●

Remarks:

- ¹ The Goldenland Building stopped operating due to the expiration of land lease contract in 2022. Therefore, the reporting of Goldenland Building related data has been ceased from 2023 onwards.
- ² The Company had renovated Silom Edge from April 2021 until September 2022. From October 2022 onwards, the Company recognizes the revenue from Silom Edge’s operations for FY23.
- ³ The Company employs the Chain Management with international standards for these properties. Therefore, the Company does not have operational control over these properties. The Company disclosed environment data associated with these properties as Scope 3: Other indirect emission of the Company. Nevertheless, Mayfair Marriot Executive Apartment will stop its operation in 2024 in order to be demolished and redeveloped as a condominium for sale.
- ⁴ The Company holds 20-30% shares of FTREIT and GVREIT. The Company has only operational control over social aspect of properties under FTREIT and GVREIT. Regarding environment data associated with these properties, the Company disclosed it as Scope 3: Other indirect emission of the Company.
- ⁵ The Company holds 50% shares of TRA Land Development. The Company has only operational control over social aspect of properties under TRA Land Development. Regarding environment data associated with these properties, the Company disclosed it as Scope 3: Other indirect emission of the Company.



Economic Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
Finance						
201-1	Direct economic value generated					
	Revenues ¹	Million THB	15,721.02	16,346.62	16,809.48	14,566.41
	Revenue from financial investments and sale of assets ²		954.97	1,310.29	1,592.07	970.17
	Net sales ³		14,497.65	14,853.27	15,084.27	13,463.80
	Economic value distributed					
	Operating costs ⁴	Million THB	781.53	433.32	606.02	613.57
	Employee wages and benefits ⁵		1,376.00	1,399.00	1,383.00	1,326.00
	Payments to providers of capital ⁶		2,477.32	1,768.77	2,179.53	2,179.92
	Payment to government ⁷		929.81	1,132.30	1,172.91	944.38
	Community investments ⁸		2.22	10.15	2.52	2.38
	Economic value retained		10,154.14	11,603.08	11,465.50	9,500.16

Definitions, Explanations and Calculation Methodologies

¹ Total revenue includes net sales plus revenues from financial investments and sale of assets.

² Revenues from financial investments and sale of assets include interest on financial loans, dividends from shareholdings, royalties, direct income generated from assets such as property rental, and sale of assets such as property, infrastructure, equipment, intangible assets, rights of intellectual property design, and brand names.

³ Net sales are calculated as gross sales from products and services minus returns, discounts, and allowances.

⁴ Operating costs include costs of materials, product components, facilities, and services purchased as well as license fees, property rental costs, royalty fees, training costs, wages for contract workers, personal protective equipment, etc.

⁵ Employee wages and benefits include total payroll, which is employee salaries and amounts paid to government institutions on behalf of employees such as pensions, plus total other benefits which are insurance, interest-free loans, housing loan and scholarships, etc. (excluding training and personal protective equipment costs or other costs directly related to the employee’s job function).

⁶ Payments to providers of capital include dividends paid to all shareholders plus interest payments made to providers of loans which are interests on all forms of debt and borrowing (not only long-term debt) and arrears of dividends due to preferred shareholders.

⁷ Payments to government include taxes.

⁸ Community investments refer to actual expenses incurred from donations and fundraising aimed at benefiting external organizations, such as raising funds for charities, NGOs, research institutions, fundraising for community infrastructure, direct costs of social programs, including arts and educational events. This exclude legal and commercial activities or where the purpose of the investment is exclusively commercial.

Governance, Ethics, Risk and Compliance Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
Governance, Ethics, Risk and Compliance						
205-1	Code of business conduct: anti-corruption					
	Percentage of operations assessed for risks related to corruption	Number of operations	All	All	All	All
		%	100.00	100.00	100.00	100.00
205-2	Total number and percentage of Board of Directors that the organization’s anti-corruption policies and procedures have been communicated to, broken down by region	Person	11	10	9	10
		%	100.00	100.00	100.00	100.00
	• Bangkok and vicinity	Person	11	10	9	10
		%	100.00	100.00	100.00	100.00
	• Other provinces	Person	0	0	0	0
		%	0.00	0.00	0.00	0.00
	Total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category	Person	1,508	1,504	1,573	1,583
		%	100.00	100.00	100.00	100.00
	• Top executive	Person	17	16	14	18
		%	100.00	100.00	100.00	100.00
	• Middle executive	Person	76	68	72	68
		%	100.00	100.00	100.00	100.00
	• Junior executive	Person	312	305	310	322
		%	100.00	100.00	100.00	100.00
	• Officer and supervisor	Person	1,103	1,115	1,177	1,175
		%	100.00	100.00	100.00	100.00

Governance, Ethics, Risk and Compliance Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by region	Person	1,508	1,504	1,573	1,583
		%	100.00	100.00	100.00	100.00
	• Bangkok and vicinity	Person	1,204	1,253	1,330	1,312
		%	100.00	100.00	100.00	100.00
	• Other provinces	Person	304	251	243	271
		%	100.00	100.00	100.00	100.00
	Total number and percentage of the Board of Directors that have received training on anti-corruption, broken down by region	Person	11	10	9	10
		%	100.00	100.00	100.00	100.00
	• Bangkok and vicinity	Person	11	10	9	10
		%	100.00	100.00	100.00	100.00
	• Other provinces	Person	0	0	0	0
		%	0.00	0.00	0.00	0.00
	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category	Person	1,508	1,504	1,573	1,583
		%	100.00	100.00	100.00	100.00
	• Top executive	Person	17	16	14	18
		%	100.00	100.00	100.00	100.00
	• Middle executive	Person	76	68	72	68
		%	100.00	100.00	100.00	100.00
	• Junior executive	Person	312	305	310	322
		%	100.00	100.00	100.00	100.00

Governance, Ethics, Risk and Compliance Data

GRI	Performance Data	Unit	Year				
			2021	2022	2023	2024	
206-1	• Officer and supervisor	Person	1,103	1,115	1,177	1,175	
		%	100.00	100.00	100.00	100.00	
	Total number and percentage of employees that have received training on anti-corruption, broken down by region	Person	1,508	1,504	1,573	1,583	
		%	100.00	100.00	100.00	100.00	
	• Bangkok and vicinity	Person	1,204	1,253	1,330	1,312	
		%	100.00	100.00	100.00	100.00	
	• Other provinces	Person	304	251	243	271	
		%	100.00	100.00	100.00	100.00	
	Code of business conduct: anti-competitive, antitrust and monopoly legislation						
	Number of legal actions pending regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Incident	0	0	0	0	
	Number of legal actions completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant		0	0	0	0	
	2-16, 2-26, 205-3, 206-1, 406-1, 418-1	Grievance mechanism					
		Number of code of conduct breaches reported	Incident	0	3	2	2
		• Corruption and bribery		0	0	2	0
		• Anti-trust/ anti-competitive		0	0	0	0
		• Non-compliance with laws and regulations		0	0	0	0
		• Sexual discrimination and harassment		0	0	0	0
		• Non-sexual discrimination and harassment		0	0	0	0
		• Breaches of customer privacy data		0	0	0	0

Governance, Ethics, Risk and Compliance Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
	• Conflict of interest	Incident	0	0	0	2
	• Money laundering or insider trading		0	0	0	0
	• Others		0	3	0	0
	Number of code of conduct breaches under ongoing investigation		0	1	0	0
	• Corruption and bribery		0	0	0	0
	• Anti-trust/ anti-competitive		0	0	0	0
	• Non-compliance with laws and regulations		0	0	0	0
	• Sexual discrimination and harassment		0	0	0	0
	• Non-sexual discrimination and harassment		0	0	0	0
	• Breaches of customer privacy data		0	0	0	0
	• Conflict of interest		0	0	0	0
	• Money laundering or insider trading		0	0	0	0
	• Others		0	1	0	0
	Number of confirmed and managed code of conduct breaches		0	2	2	2
	• Corruption and bribery		0	0	2	0
	• Anti-trust/ anti-competitive		0	0	0	0
	• Non-compliance with laws and regulations		0	0	0	0
	• Sexual discrimination and harassment		0	0	0	0
	• Non-sexual discrimination and harassment		0	0	0	0
	• Breaches of customer privacy data		0	0	0	0
	• Conflict of interest		0	0	0	2

Governance, Ethics, Risk and Compliance Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
2-27	• Money laundering or insider trading	Incident	0	0	0	0
	• Others		0	2	0	0
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption		-	-	-	2
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		-	-	-	0
	Compliance with laws and regulations					
	Total number of significant instances of non-compliance with laws and regulations ¹	Incident	0	0	0	0
	• Significant instances for which fines were incurred		0	0	0	0
	• Significant instances for which non-monetary sanctions were incurred		0	0	0	0
	Total number of fines for instances of noncompliance with laws and regulations ²		0	0	0	0
	Total number of instances of noncompliance with laws and regulations for which non-monetary sanctions were incurred ³		0	0	0	0
416-2	Total monetary value of fines for instances of non-compliance with laws and regulations	THB	0	0	0	0
	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	Incident	0	0	0	0
	• Incidents of non-compliance with regulations resulting in a fine or penalty		0	0	0	0
	• Incidents of non-compliance with regulations resulting in a warning		0	0	0	0
	• Incidents of non-compliance with voluntary codes		0	0	0	0

Definitions, Explanations and Calculation Methodologies

"-" refers to no data.

¹ Frasers Property defines 'Significant Instances' of non-compliance with laws and regulations as violations that incur penalties exceeding S\$50,000 (approximately THB 1.2 million), criminal activities, or any matter that is considered to have a material adverse effect on the business of Frasers Property, such as negative publicity that impacts the company's reputation.

² Non-monetary sanctions can include restrictions imposed by governments, regulatory agencies, or governmental bodies that affect an entity's operations or activities, such as the revocation of trade licenses or licenses to operate in highly regulated industries. They may also include orders to cease or remedy unlawful activities.

³ The number of incidents of non-compliance with laws and regulations, excluding cases of incidents related to laws or regulations from normal operations or general matters such as tax fines, traffic fines, etc.

Product Safety and Quality Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
Product Safety and Quality						
416-1	Product quality and safety					
	Total number of significant product and service categories of the Company	Category	-	-	All	All
	Total number of significant product and service categories of the Company that have undergone health and safety impact assessments		-	-	All	All
	Percentage of significant product and service categories that have undergone health and safety impact assessment	%	-	-	100.00	100.00

Definitions, Explanations and Calculation Methodologies

"-" refers to no data.

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
Workforce										
2-7	Employees ¹	Person	1,508		1,504		1,573		1,583	
	Total number of employees by region	Person	714	794	708	796	746	827	757	826
		% of total employees	47.35	52.65	47.07	52.93	47.43	52.57	47.82	52.18
		• Bangkok and vicinity	Person	546	658	571	682	613	717	604
	• Other provinces	168		136	137	114	133	110	153	118
2-8	Total number of workers who are not employees ²	3,677		10,220	6,795	4,784		3,209	2,404	
Total employee by employee contract and region										
2-7	Total number of permanent employees ³	Person	635	709	638	719	666	748	744	821
	• Bangkok and vicinity ⁴		537	651	565	673	592	697	592	703
	• Other provinces		98	58	73	46	74	51	152	118
	Total number of temporary employees ⁵		79	85	70	77	80	79	13	5
	• Bangkok and vicinity		9	7	6	9	21	20	12	5
	• Other provinces		70	78	64	68	59	59	1	0
	Total number of non-guaranteed hours employees		0	0	0	0	0	0	0	0
	• Bangkok and vicinity		0	0	0	0	0	0	0	0
	• Other provinces		0	0	0	0	0	0	0	0
	Total permanent employee by employment type and region									
	Total number of full-time employees		Person	-	-	-	-	-	-	731

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	• Bangkok and vicinity	Person	-	-	-	-	-	-	580	698
	• Other provinces		-	-	-	-	-	-	151	118
2-7	Total number of part-time employees		-	-	-	-	-	-	13	5
405-1	• Bangkok and vicinity		-	-	-	-	-	-	12	5
	• Other provinces		-	-	-	-	-	-	1	0
	Total employee by category and age group									
	Workforce diversity and inclusion target	% of total employees	-	-	50.00	50.00	50.00	50.00	50.00	50.00
	Management positions	Person	188	217	189	200	195	201	193	200
		% of total employees in this category	46.42	53.58	48.59	51.41	49.24	50.76	49.11	50.89
	Top executive	Person	13	4	12	4	10	4	11	7
		% of total employees in this category	76.47	23.53	75.00	25.00	71.43	28.57	61.11	38.89
• Under 30 years old	Person	0	0	0	0	0	0	0	0	
	% of total employees in this category	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
• 30-50 years old	Person	7	1	5	1	2	1	2	2	
	% of total employees in this category	87.50	12.50	83.33	16.67	66.67	33.33	50.00	50.00	

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	• Over 50 years old	Person	6	3	7	3	8	3	9	5
		% of total employees in this category	66.67	33.33	70.00	30.00	72.73	27.27	64.29	35.71
	Middle executive	Person	38	38	38	30	42	30	38	30
		% of total employees in this category	50.00	50.00	55.88	44.12	58.33	41.67	55.88	44.12
	• Under 30 years old	Person	0	0	0	0	0	0	0	0
		% of total employees in this category	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	• 30-50 years old	Person	29	23	30	15	31	15	29	17
		% of total employees in this category	55.77	44.23	66.67	33.33	67.39	32.61	63.04	36.96
	• Over 50 years old	Person	9	15	8	15	11	15	9	13
		% of total employees in this category	37.50	62.50	34.78	65.22	42.31	57.69	40.91	59.09
	Junior executive	Person	137	175	139	166	143	167	144	163
		% of total employees in this category	43.91	56.09	45.57	54.43	46.13	53.87	46.91	53.09

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	• Under 30 years old	Person	5	3	4	2	3	0	1	0
		% of total employees in this category	62.50	37.50	66.67	33.33	100.00	0.00	100.00	0.00
	• 30-50 years old	Person	123	160	125	152	129	154	130	142
		% of total employees in this category	43.46	56.54	45.13	54.87	45.58	54.42	47.79	52.21
	• Over 50 years old	Person	9	12	10	12	11	13	13	21
		% of total employees in this category	42.86	57.14	45.45	54.55	45.83	54.17	38.24	61.76
	Officer and supervisor	Person	526	577	519	596	551	626	564	626
		% of total employees in this category	47.69	52.31	46.55	53.45	46.81	53.19	47.39	52.61
	• Under 30 years old	Person	134	151	108	164	140	164	132	148
		% of total employees in this category	47.02	52.98	39.71	60.29	46.05	53.95	47.14	52.86
	• 30-50 years old	Person	335	388	356	392	340	418	355	439
		% of total employees in this category	46.33	53.67	47.59	52.41	44.85	55.15	44.71	55.29

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	• Over 50 years old	Person	57	38	55	40	71	44	77	39
		% of total employees in this category	60.00	40.00	57.89	42.11	61.74	38.26	66.38	33.62
	Total management level by function									
	Management in revenue-generating functions	Person	-	-	-	-	-	-	97	92
		% of total employees in this category	-	-	-	-	-	-	51.32	48.68
	STEM-related positions ⁶	Person	-	-	-	-	-	-	185	30
		% of total employees in this category	-	-	-	-	-	-	86.05	13.95
	Total employee by nationality									
	Thai	% of total employees	46.95	52.12	46.68	52.39	47.17	52.45	47.50	51.80
		% of total employees in management positions	-	-	-	-	-	-	47.84	49.87
	Singaporean	% of total employees	0.20	0.13	0.20	0.13	0.00	0.06	0.00	0.13
		% of total employees in management positions	-	-	-	-	-	-	0.00	0.00

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Australian	% of total employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.00	0.00
	Japanese	% of total employees	0.13	0.13	0.13	0.13	0.13	0.06	0.13	0.13
		% of total employees in management positions	-	-	-	-	-	-	0.51	0.51
	South Korean	% of total employees	0.00	0.07	0.00	0.07	0.00	0.00	0.00	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.00	0.00
	Burmese	% of total employees	0.07	0.00	0.07	0.00	0.06	0.00	0.06	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.25	0.00

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	British	% of total employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.00	0.00
	Malaysian	% of total employees	0.00	0.13	0.00	0.13	0.00	0.00	0.00	0.13
		% of total employees in management positions	-	-	-	-	-	-	0.00	0.51
	Taiwanese	% of total employees	0.00	0.07	0.00	0.07	0.06	0.00	0.06	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.25	0.00
	Chinese	% of total employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.00	0.00

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Indonesia	% of total employees	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.00
		% of total employees in management positions	-	-	-	-	-	-	0.25	0.00
Diversity and Inclusion										
405-2	Ratio of basic salary and remuneration of women to men ⁷									
	Executive level (base salary only)	Ratio	-		0.76		0.86		0.92	
	Executive level (base salary + other cash incentives)		-		0.76		0.86		0.62	
	Management level (base salary only)		-		1.09		1.09		0.97	
	Management level (base salary + other cash incentives)		-		1.09		1.09		1.06	
	Non-management level (base salary only)		-		0.99		0.99		0.99	
	Total employee categorized in vulnerable group, such as retired or employee with disability									
	Employee with disability	Person	1	2	1	2	1	2	1	2
% of total employees		0.07	0.13	0.07	0.13	0.06	0.13	0.06	0.13	
New Hires, Turnover and Leaves										
401-1	New employee hires									
	Total number and percentage of new employee by age group	Person	82	122	181	198	185	208	134	173
		% of total employees	5.44	8.09	12.03	13.16	11.76	13.22	8.46	10.93

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	• Under 30 years old	Person	45	60	83	101	90	81	47	66
		% of total employees	2.98	3.98	5.52	6.72	5.72	5.15	2.97	4.17
	• 30-50 years old	Person	36	62	94	96	88	123	83	107
		% of total employees	2.39	4.11	6.25	6.38	5.59	7.82	5.24	6.76
	• Over 50 years old	Person	1	0	4	1	7	4	4	0
		% of total employees	0.07	0.00	0.27	0.07	0.45	0.25	0.25	0.00
	Total number and percentage of new employee by region	Person	82	122	181	198	185	208	134	173
		% of total employees	5.44	8.09	12.03	13.16	11.76	13.22	8.46	10.93
	• Bangkok and vicinity	Person	62	94	174	189	165	185	124	162
		% of total employees	4.11	6.23	11.57	12.57	10.49	11.76	7.83	10.23
	• Other provinces	Person	20	28	7	9	20	23	10	11
		% of total employees	1.33	1.86	0.47	0.60	1.27	1.46	0.63	0.69
	Percentage of open positions filled by internal candidates - Internal hires and promotions by age group	%	-	-	-	-	-	-	0.00	0.00
	• Under 30 years old		-	-	-	-	-	-	0.00	0.00
	• 30-50 years old		-	-	-	-	-	-	0.00	0.00
	• Over 50 years old		-	-	-	-	-	-	0.00	0.00

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
	Average hiring cost	THB/FTE ⁸	-	-	-	-	-	-	3,451.21	
401-1	Employee turnover									
	Total number and percentage of employee turnover by age group	Person	138	147	183	188	167	187	135	186
		% of total employees	9.15	9.75	12.17	12.50	10.61	11.89	8.53	11.75
	• Under 30 years old	Person	45	39	61	58	46	51	26	50
		% of total employees	2.98	2.59	4.06	3.86	2.92	3.24	1.64	3.16
	• 30-50 years old	Person	83	101	114	119	99	124	93	124
		% of total employees	5.50	6.70	7.58	7.91	6.29	7.88	5.87	7.83
	• Over 50 years old	Person	10	7	8	11	22	12	16	12
		% of total employees	0.66	0.46	0.53	0.73	1.39	0.76	1.01	0.76
	Total number and percentage of employee turnover by region	Person	138	147	183	188	167	187	135	186
		% of total employees	9.15	9.75	12.17	12.50	10.61	11.89	8.53	11.75
	• Bangkok and vicinity	Person	135	146	172	168	139	163	117	168
		% of total employees	8.95	9.68	11.44	11.17	8.83	10.36	7.39	10.61
	• Other provinces	Person	3	1	11	20	28	24	18	18
		% of total employees	0.20	0.07	0.73	1.33	1.78	1.52	1.14	1.14

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
401-3	Total number and percentage of voluntary employee turnover by age group	Person	-	-	-	-	-	-	3	6
		% of total employees	-	-	-	-	-	-	0.19	0.38
	• Under 30 years old	Person	-	-	-	-	-	-	0	0
		% of total employees	-	-	-	-	-	-	0.00	0.00
	• 30-50 years old	Person	-	-	-	-	-	-	0	0
		% of total employees	-	-	-	-	-	-	0.00	0.00
	• Over 50 years old	Person	-	-	-	-	-	-	3	6
		% of total employees	-	-	-	-	-	-	0.19	0.38
	Parental leave									
	Total number of employees entitled to parental leave	Person	714	794	708	796	746	827	757	826
	Total number of employees that took parental leave		3	21	0	12	10	14	4	25
	Total number of employees that returned to work in the reporting period after parental leave ended		2	18	0	12	9	14	4	25
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work		0	11	0	12	0	8	9	12
	Return to work rate of employees that took parental leave ⁹	%	66.67	85.71	100.00	100.00	90.00	100.00	100.00	100.00
	Retention rate of employees that took parental leave ¹⁰		100.00	100.00	100.00	66.67	100.00	66.67	100.00	85.71

Human Resources Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
Employee Developments and Performances										
404-1	Human capital development									
	Total investment on employees training	THB	9,140,628.00		13,770,989.00		19,225,902.00		21,238,233.00	
	Average amount spent per person on training and development	THB/ person	6,614.00		10,409.00		13,902.00		13,416.45	
	Average training hour target ¹¹	Average hour/ person	40		40		42		42	
	Average hours of training that the organization's employees have undertaken	Average hour/ person	40	48	60	70	55	61	63	73
	Average training hour by category									
	• Top executive	Average hour/ person	39	44	88	68	81	63	103	98
	• Middle executive		52	62	75	87	64	77	78	90
	• Junior executive		51	58	72	85	68	67	80	85
	• Officer and supervisor		37	45	46	54	50	58	57	68
	Average training hour by age group									
	• Under 30 years old	Average hour/ person	-	-	-	-	-	-	58	64
	• 30-50 years old		-	-	-	-	-	-	67	75
	• Over 50 years old		-	-	-	-	-	-	53	72
	Percentage of employees that have undertaken professional training courses	% of total employee	-		100.00		96.00		94.00	
	Percentage of employees that have undertaken ESG training courses		-		100.00		93.00		88.00	

Human Resources Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
404-3	Regular performance and career development reviews										
	Percentage of employee who have received a regular performance and career development review	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
	• Top executive		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
	• Middle executive		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
	• Junior executive		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
	• Officer and supervisor		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
Employee Engagement											
	Employee engagement survey										
	Employee satisfaction score target	%	60.00		60.00		65.00		65.00		
	Employee satisfaction score ¹²	%	71.00		71.00		66.00		66.00		
	Percentage of employees who responded to the survey		79.00		79.00		78.00		78.00		
Others											
2-30	Provident fund										
	Total number of employees contribution to provident fund	Person	-		-		1,389		1,269		
	Freedom of association										
	Employees covered by welfare committee ¹³	% FTEs	100.00		100.00		100.00		100.00		
	Human Capital Return on Investment (HCROI)										
	Human Capital Return on Investment	Ratio	3.084		3.774		3.295		3.045		
Number of employees		1,508		1,504		1,573		1,583			

Human Resources Data

Definitions, Explanations and Calculation Methodologies

- "-" refers no data.
- ¹ Employee refers to an individual who holds the legal status of an employee of the organization, excluding contractors, volunteers, self-employed individuals, and subcontractors. This data is as of September 30, 2023. Please note that the number of employees does not include affiliated employees working in the hotel group.
- ² Total number of workers who are not employees refers to workers who are not employee, such as workers of contractors, subcontractors, and volunteers. Data consolidated as of 30 September 2024.
- ³ Permanent employee refers to employee under contract that does not specify a definite period, categorized as full-time employees and part-time employees.
- ⁴ Vicinity refers to Nakhon Pathom, Nonthaburi, and Samutprakarn.
- ⁵ Temporary employee refers to employee under contract that clearly specifies a definite period.
- ⁶ STEM related functions include Science, Technology, Engineering and Mathematic.
- ⁷ The gender pay gap is calculated by dividing the average salary of women by the average salary of men.
- ⁸ FTE stands for full-time equivalent employees.
- ⁹ Return to work rate = (Total number of employees that did return to work after parental leave/Total number of employees due to return to work after taking parental leave) x 100.
- ¹⁰ Parental leave in the prior reporting period x 100.
- ¹¹ The average training hour target includes the target for general training programs and the target for sustainability-related programs
- ¹² The employee engagement results are derived from the culture survey, aligned with the Frasers Group's policy of conducting such surveys biennially.
- ¹³ Welfare committee covers employees working in Thailand. The percentage is calculated from the numbers of employees covered by the welfare committee, divided by total employees.

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year							
			2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
Occupational Health and Safety										
403-8	Workers covered by occupational health and safety management system									
	Employees	Person	714	794	708	796	746	827	757	826
		%	47.35	52.65	47.07	52.93	47.43	52.58	47.82	52.18
	Workers who are not employees (subcontractors' workers) ¹	Person	3,677		10,220	6,795	4,784		3,209	2,404
		%	100.00		60.06	39.94	100.00		57.17	42.83
	Workers covered by occupational health and safety management system that are assessed by an internal audit									
	Employees	Person	714	794	708	796	757	839	757	826
		%	47.35%	52.65%	47.07%	52.93%	47.43%	52.57%	47.82%	52.18%
	Workers who are not employees (subcontractors' workers) ¹	Person	0	0	0	0	4,784		3,209	2,404
		%	0.00	0.00	0.00	0.00	100.00		57.17	42.83
	Workers covered by occupational health and safety management system that are assessed by an external party									
	Employees	Person	0	0	206	195	192	191	757	826
		%	0.00	0.00	51.37	48.63	50.13	49.87	47.82	52.18
	Workers who are not employees (subcontractors' workers) ¹	Person	0	0	0	0	0	0	3,209	2,404
		%	0.00	0.00	0.00	0.00	0.00	0.00	57.17	42.83

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
403-9	Number of fatalities as a result of work-related injury target	Person	0		0		0		0		
	Number of fatalities as a result of work-related injury										
	Employees	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Number and rate of high consequence work-related injuries, excluding fatalities										
	Employees	Person	0		1		0		0		
			0	0	1	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.31		0.00		0.00		
			0.00	0.00	0.31	0.00	0.00	0.00	0.00	0.00	

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Number and rate of recordable work-related injuries ²										
	Employees	Person	2		2		0		1		
			1	1	2	0	0	0	1	0	
		% (Person/ 1million hours worked)	0.63		0.63		0.00		0.33		
			0.31	0.31	0.63	0.00	0.00	0.00	0.69	0.00	
	Workers who are not employees (subcontractors’ workers)	Person	2		0		0		1		
			2	0	0	0	0	0	1	0	
		% (Person/ 1million hours worked)	0.19		0.00		0.00		0.06		
			0.19	0.00	0.00	0.00	0.00	0.00	0.11	0.00	

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Lost-time injury frequency rate (LTIFR) target	% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
	Lost-time injury frequency rate (LTIFR)										
	Employees	Person	2		2		0		1		
		% (Person/ 1million hours worked)	0.63		0.63		0.00		0.33	0.00	
	Data coverage	% of total employees	100.00		100.00		100.00		100.00		
	Workers who are not employees (subcontractors' workers)	Person	2		0		0		1		
		% (Person/ 1million hours worked)	0.19		0.00		0.00		0.06	0.00	
	Data coverage	% of total employees	100.00		100.00		100.00		100.00		
	Number of hours worked										
	Employees	Hours	3,184,896		3,199,088		3,251,531		1,440,226	1,567,182	
Workers who are not employees (subcontractors' workers) ³	Hours	10,736,795		14,153,024		13,970,237		9,368,979	7,018,933		

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
403-10	Number of fatalities as a result of work related ill health										
	Employees	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Number of cases of recordable work-related ill health										
	Employees	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
403-4, 403-7	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		% (Person/ 1million hours worked)	0.00		0.00		0.00		0.00		
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Employee safety condition monitoring										
	Percentage of employee that was monitored for occupational health and safety risks at workstation ⁷	%	-		100.00		100.00		100.00	100.00	
	Absentee rate ⁴		-		3.00		5.00		1.27		
	Data coverage	% of total employees	-		-		-		100.00	100.00	
	Injury rate (including operational diseases, occupational disabilities, and fatalities) ⁵	%	0.00		0.63		0.00		0.33		
			0.00	0.00			0.00	0.00	0.33	0.00	
	Lost day rate ⁶		0.00		20.32		0.00		1.66		
			0.00	0.00			0.00	0.00	1.66	0.00	
	Health and well-being monitoring										
	Percentage of employee that completed surveys on health and well-being	%	-		100.00		100.00		100.00	100.00	
	Percentage of employee that underwent physical and/or mental health checks		-		100.00		100.00		100.00	100.00	
	Work station and/or workplace checks ⁷		100.00		100.00		100.00		100.00	100.00	

Occupational Health and Safety Data

GRI	Performance Data	Unit	Year								
			2021		2022		2023		2024		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Safety indicator monitoring at construction sites										
	Injury rate ⁵	% of total employees and sub-contractors in construction sites	-	0	0	0.09					
						0.09	0				
	Number of near misses	Number of cases	-	13	0	0	0				
	Lost day rate ⁶	%	-	0.63	0	0.47					
						0.47	0				
	Severity rate (total number of loss workday over the total number of recordable incident)		-	20.32	0	0.47					
						0.47	0				

Definitions, Explanations and Calculation Methodologies

"-" refers no data.

¹ Since the Company collects data on contractors on a daily basis and does not verify for duplicate names on each working day, the number of non-employee workers (contractors) in 2023-2024 is an estimation, averaged from the total number of working hours divided by 365 days divided by 8 hours per day.

² Injury rate is a measurement of the number of work-related injuries, illnesses, disabilities, and fatalities, expressed as a percentage of the total number of employees.

³ The total working hours of contractors do not include those of maintenance and service contractors in the industrial business.

⁴ Absentee rate is a measure of absenteeism expressed as a percentage of total days scheduled to be worked by the workforce during the reporting year.

⁵ Injury rate is a measure of the total number of instances of being injured, (including occupational diseases and occupational disabilities, and fatalities) arising from operations expressed as a percentage of total number of employees.

⁶ Lost day rate is a measure of the impact of occupational accidents and diseases as reflected in time off work by the affected workers. It is expressed by comparing the total workdays lost due to occupational injury to the total number of hours scheduled to be worked by the workforce during the reporting year.

⁷ Workstation checks is an assessment of employee workstations (immediate working environment including desks, IT and other office equipment) performed to monitor compliance with health and safety requirements.

- The checks can either be performed internally or by independent third parties.

Community Development Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
Community Development						
413-1	Community development					
	Percentage of operations with implemented local community engagement, impact assessment and/or development programs as per required by relevant regulations	%	-	100.00	100.00	100.00

Definitions, Explanations and Calculation Methodologies

"-" refers to no data.

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
	Gross Floor Area	m ²	6,324,834.95	6,653,119.99	6,677,222.42	6,931,789.44
Greenhouse Gas (GHG)*						
305-1	Greenhouse gas (GHG) emission					
	Near-term target of GHG (Scope 1 and 2) validated by the Science Based Targets initiative (SBTi)	ton CO ₂ e	19,525.13	18,607.45	17,732.90	16,899.45
	Near-term target of GHG (Scope 3) validated by SBTi	ton CO ₂ e	563,556.32	537,255.14	512,181.45	488,277.94
	Scope 1: Direct emission ¹	ton CO ₂ e	2,445.64	604.84	1,752.78	1,520.49
	• Scope 1 Direct emission from Business		2,445.64	604.84	1,752.78	1,459.33
	• Scope 1 Biogenic CO2 emissions ²		-	-	-	61.16
	Data coverage	%	100.00	100.00	100.00	100.00
305-2	Scope 2: Energy indirect emission - location based emission	ton CO ₂ e	17,079.49	19,534.15	17,740.68	17,531.63
	Data coverage	%	100.00	100.00	100.00	100.00
	Scope 2: Energy indirect emission - market based emission	ton CO ₂ e	17,079.49	19,534.15	17,740.68	17,531.63
	Data coverage	%	100.00	100.00	100.00	100.00
	Total GHG emission (Scope 1 and 2)	ton CO ₂ e	19,525.13	20,138.99	19,493.45	19,052.12
305-3	Scope 3: Other indirect emission ³		563,556.32	495,045.56	449,561.02	390,813.92
	Total GHG emission (Scope 1, 2 and 3)		583,081.45	515,184.55	469,054.48	409,866.04
305-4	Scope 1 and scope 2 GHG emission intensity	ton CO ₂ e/m ²	0.0031	0.0030	0.0029	0.0027
	Scope 1, 2, and 3 GHG emission intensity		0.0922	0.0774	0.0702	0.0591

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
305-5	GHG emissions reduced as a direct result of reduction initiatives	ton CO ₂ e	0.00	0.00	0.00	73.66
	GHG Removal from LESS Project certified by the Thailand Greenhouse Gas Management Organization (TGO)		0.00	0.00	0.00	73.66
305-6	Ozone-depleting substances emission	kgCFC-11e	1.49	23.32	1.50	1.50
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	kg	N/A	N/A	N/A	N/A
Energy*						
302-1	Energy consumption					
	Target energy reduction within organization	MWh	42,976.70	40,956.79	39,031.82	37,197.33
	Total energy consumption within organization	MWh	42,976.70	41,535.28	38,915.54	39,685.38
	Total fuel consumption from non-renewable sources		8,798.66	2,457.75	3,378.68	3,373.78
	Total fuel consumption from renewable sources		0.00	0.00	0.00	0.00
	Total renewable energy consumption		12.22	1.42	48.37	1,241.33
	• Solar energy		12.22	1.42	48.37	1,241.33
	Total non-renewable energy consumption		34,165.81	39,076.11	35,488.49	35,070.27
	• Electricity consumption		34,165.81	39,076.11	35,488.49	35,070.27
	• Steam/heating/cooling consumption		0.00	0.00	0.00	0.00
	Total non-renewable energy sold		0.00	0.00	0.00	0.00
	• Electricity sold		0.00	0.00	0.00	0.00
	• Steam/heating/cooling sold		0.00	0.00	0.00	0.00
	302-2 Energy consumption outside of the organization		169,230.28	157,324.78	144,251.61	142,740.44
	• Total non-renewable energy		169,230.28	157,324.78	142,384.71	140,468.42

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
302-3	• Total renewable energy	MWh	0.00	0.00	1,866.90	2,272.02
	Energy consumption within the organization intensity	MWh/m ²	0.0068	0.0062	0.0058	0.0057
	Data coverage	%	100.00	100.00	100.00	100.00
Water ⁴						
303-3	Water withdrawal					
	Target tap water reduction within organization ⁵	m ³	0.1837	0.1751	0.1669	0.1591
	Tap water purchasing	m ³	987,497.38	1,015,309.84	1,090,479.28	1,043,455.91
	Tap water consumption intensity within organization	m ³ /sq.m	0.1561	0.1526	0.1633	0.1505
	Water reuse/recycle	m ³	-	-	556,910.57	388,145.60
	Water withdrawal from all areas by source		998,163.38	1,037,672.84	2,574,389.27	3,037,309.32
	Surface water		0.00	0.00	1,112,123.57	1,604,006.66
	• Freshwater ≤ 1,000 mg/l total dissolved solids		0.00	0.00	1,112,123.57	1,604,006.66
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Groundwater		10,666.00	22,363.00	152,588.52	147,348.71
	• Freshwater ≤ 1,000 mg/l total dissolved solids		10,666.00	22,363.00	152,588.52	147,348.71
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Produced water		0.00	0.00	0.00	0.00
	• Freshwater ≤ 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Seawater		0.00	0.00	0.00	0.00

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
	• Freshwater ≤ 1,000 mg/l total dissolved solids	m³	0.00	0.00	0.00	0.00
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Third-party water		987,497.38	1,015,309.84	1,309,677.18	1,285,953.95
	• Freshwater ≤ 1,000 mg/l total dissolved solids		987,497.38	1,015,309.84	1,309,677.18	1,285,953.95
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Water withdrawal from all areas with water stress		80,403.00	80,809.20	2,574,389.27	3,025,693.76
	Surface water		0.00	0.00	1,112,123.57	1,592,391.09
	• Freshwater ≤ 1,000 mg/l total dissolved solids		0.00	0.00	1,112,123.57	1,592,391.09
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Groundwater		0.00	0.00	152,588.52	147,348.71
	• Freshwater ≤ 1,000 mg/l total dissolved solids		0.00	0.00	152,588.52	147,348.71
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Produced water		0.00	0.00	0.00	0.00
	• Freshwater ≤ 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Seawater		0.00	0.00	0.00	0.00
	• Freshwater ≤ 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Third-party water		80,403.00	80,809.20	1,309,677.18	1,285,953.95
	• Freshwater ≤ 1,000 mg/l total dissolved solids		80,403.00	80,809.20	1,309,677.18	1,285,953.95
	• Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
303-4	Water discharge					
	Water discharge to all areas by destination	m³	798,530.70	830,138.27	729,248.13	892,256.93
	• Surface water		0.00	0.00	706,166.98	847,348.18
	• Groundwater		0.00	0.00	0.00	0.00
	• Seawater		0.00	0.00	0.00	0.00
	• Third-party		798,530.70	830,138.27	23,081.15	44,908.75
	Freshwater ≤ 1,000 mg/l total dissolved solids		798,530.70	830,138.27	729,248.13	892,256.93
	Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	Water discharge to all areas with water stress		64,322.40	64,647.36	729,248.13	892,256.93
	Freshwater ≤ 1,000 mg/l total dissolved solids		64,322.40	64,647.36	729,248.13	892,256.93
	Other water > 1,000 mg/l total dissolved solids		0.00	0.00	0.00	0.00
	303-5		Water consumption			
Total net fresh water consumption		m³	199,632.68	207,534.57	1,845,141.14	2,145,052.40
Water consumption from water stress areas			16,080.60	16,161.84	1,845,141.14	2,133,436.83
Change in water storage, in case that water storage has been identified as having a significant water-related impact			-	0.00	0.00	0.00
Data coverage		%	85.00	89.66	91.00	100.00
Waste ⁶						
306-3	Waste generated					
	Waste generated intensity target	Ton/sq.m	0.0072	0.0069	0.0066	0.0062
	Total waste generated	Ton	45,626.53	61,281.21	25,558.55	17,937.62
	Hazardous waste ⁷		-	0.04	0.09	13.56

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
306-4	Non-hazardous waste	Ton	45,626.53	61,281.16	25,558.46	17,924.06
	Waste generated intensity	Ton/sq.m	0.0072	0.0092	0.0038	0.0026
	Total waste diverted from disposal					
	Total waste diverted from disposal	Ton	7.43	64.07	162.81	5,243.47
	Total hazardous waste diverted from disposal by recovery operation		0.00	0.00	0.00	13.39
	Onsite recovery operation		0.00	0.00	0.00	0.00
	• Preparation for reuse		0.00	0.00	0.00	0.00
	• Recycling		0.00	0.00	0.00	0.00
	• Other recovery operations		0.00	0.00	0.00	0.00
	Offsite recovery operation		0.00	0.00	0.00	13.39
	• Preparation for reuse		0.00	0.00	0.00	13.39
	• Recycling		0.00	0.00	0.00	0.00
	• Other recovery operations		0.00	0.00	0.00	0.00
	Total non-hazardous waste diverted from disposal by recovery operation		7.43	64.07	162.81	5,230.08
	Onsite recovery operation		0.00	0.00	0.00	0.00
	• Preparation for reuse		0.00	0.00	0.00	0.00
	• Recycling		0.00	0.00	0.00	0.00
	• Other recovery operations		0.00	0.00	0.00	0.00
	Offsite recovery operation		7.43	64.07	162.81	5,230.08
	• Preparation for reuse		0.00	0.00	0.00	203.12

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
306-5	• Recycling	Ton	7.43	64.07	162.81	5,026.96
	• Other recovery operations		0.00	0.00	0.00	0.00
	Total waste directed to disposal					
	Total waste directed to disposal	Ton	45,619.10	61,217.14	25,395.74	12,694.15
	Total hazardous waste directed to disposal		-	0.04	0.09	0.17
	Onsite disposal operations		-	0.00	0.00	0.00
	• Incineration with energy recovery		-	0.00	0.00	0.00
	• Incineration without energy recovery		-	0.00	0.00	0.00
	• Landfill		-	0.00	0.00	0.00
	• Other disposal operations		-	0.00	0.00	0.00
	Offsite disposal operations		-	0.04	0.09	0.17
	• Incineration with energy recovery		-	0.00	0.00	0.00
	• Incineration without energy recovery		-	0.03	0.02	0.00
	• Landfill		-	0.02	0.07	0.17
	• Other disposal operations		-	0.00	0.00	0.00
	Total non-hazardous waste directed to disposal		45,619.10	61,217.09	25,395.65	12,693.98
	Onsite disposal operations		0.00	0.00	0.00	0.00
	• Incineration with energy recovery		0.00	0.00	0.00	0.00
	• Incineration without energy recovery		0.00	0.00	0.00	0.00
	• Landfill		0.00	0.00	0.00	0.00
	• Other disposal operations		0.00	0.00	0.00	0.00

Environment Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
	Offsite disposal operations		45,619.10	61,217.09	25,395.65	12,693.98
	• Incineration with energy recovery		0.00	0.00	0.00	0.00
	• Incineration without energy recovery		0.00	0.00	0.00	0.00
	• Landfill		45,619.10	61,217.09	25,395.65	12,693.98
	• Other disposal operations		0.00	0.00	0.00	0.00
	Data coverage	%	100.00	100.00	100.00	100.00

Definitions, Explanations and Calculation Methodologies

“-” refers to no data.

“N/A” refers to not applicable.

* Greenhouse gas and energy data have been updated and revised from the previous year to encompass the entire scope of the organization's operations.

* The Company solely reports on projects that have undergone external certification for greenhouse gas emissions reduction, as outlined in GRI Standard 305-5. In 2024, the company was assessed to have sequestered 73,657 tons of carbon dioxide equivalent under the Low Emission Support Scheme (LESS) of the Thai Greenhouse Gas Organization (TGO).

¹ Data used to calculate direct greenhouse gas emissions (Scope 1) was collected from the consumption of fossil fuels in both company buildings and vehicles, fire extinguishers, refrigerants used in buildings, and fugitive emissions from wastewater treatment systems.

² Starting from 2024, the company calculates and discloses direct greenhouse gas emissions from biogenic carbon (Scope 1).

³ Data used to calculate other indirect greenhouse gas emissions (Scope 3) includes emissions from activities in categories 1, 2, 3, 5, 6, 7, 11, 12, 13, and 15, which reference assumptions and calculation methods according to the Greenhouse Gas Protocol for government and private sectors. However, for 2024 only, data used to calculate other indirect greenhouse gas emissions (Scope 3) will not include category 15.

⁴ Data on the total amount of water drawn from local sources and the amount of water discharged to external sources has, since 2024, considered the amount of water used for irrigation in residential properties, resulting in an increase in the total amount of water drawn. Additionally, the amount of wastewater from commercial property air conditioning systems has also been considered. This data has been externally verified according to GRI Standards.

⁵ The target of reducing water consumption within the organization in the base year 2021, based on actual water usage data collected and estimated to cover 100% of the total area.

⁶ All waste generated since 2021 has been further estimated to encompass the entire scope of the company's operations. However, only the waste data for 2024 has undergone external assurance against GRI Standards.

⁷ Data on the amount of hazardous waste does not yet cover the residential property business unit.

Customer Relationship Management (CRM) Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
Customer Relationship Management						
	Customer satisfaction measurement					
	Customer satisfaction score target	%	> 80.00	> 80.00	> 80.00	> 80.00
	Percentage of satisfied customers/tenants	%	85.00	86.00	85.78	88.81
	Net promoter score (NPS)		-	-	73.20	40.16
	Data coverage	%	100.00	100.00	100.00	100.00
	Survey response rate	%	100.00	100.00	100.00	100.00

Definitions, Explanations and Calculation Methodologies

“-” refers to no data.

Responsible Supply Chain Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
Responsible Supply Chain						
308-1, 308-2, 414-1, 414-2	Number of suppliers					
	Total suppliers	Number of suppliers	-	-	3,469	3,270
	Number of Tier-1 suppliers		-	-	2,024	2,052
	Number of significant suppliers in Tier-1 ¹	Number of suppliers	-	-	1,302	1,298
		% number of Tier-1 suppliers	-	-	64.33	63.26
	Percentage of total spend on significant suppliers in Tier-1	% Tier-1 suppliers spending	-	-	72.00	77.90
	Number of significant suppliers in non-Tier-1	Number of suppliers	-	-	N/A	N/A
	Number of significant suppliers (Tier-1 and non-Tier-1)		-	-	1,302	1,298
	Supplier assessment and development					
	Number of suppliers assessed via desk assessments/on-site assessments target	% Tier-1 suppliers spending	-	-	50.00	50.00
	Number of new suppliers	Number of suppliers	-	-	644	596
	Percentage of new suppliers screened using environmental criteria	Number of suppliers	-	-	43	7
		% new supplier spending	-	-	16.90	4.40
	Percentage of new suppliers screened using social criteria	Number of suppliers	-	-	43	7
		% new supplier spending	-	-	16.90	4.40
	Number of suppliers assessed via desk assessments/on-site assessments	Number of suppliers	-	-	239	405
		% Tier-1 suppliers Spending	-	-	43.60	44.50

Responsible Supply Chain Data

GRI	Performance Data	Unit	Year			
			2021	2022	2023	2024
204-1	Percentage of unique significant suppliers assessed	% Tier-1 suppliers Spending	-	-	18.36	44.50
	Number of suppliers assessed with substantial actual/potential negative environmental impacts	Number of suppliers	-	-	151	129
	Number of suppliers assessed with substantial actual/potential negative social impacts		-	-	151	129
	Percentage of suppliers with substantial actual/potential negative environmental impacts with agreed corrective action/improvement plan	% total assessed suppliers spending	-	-	100.00	29.00
	Percentage of suppliers with substantial actual/potential negative social impacts with agreed corrective action/improvement plan		-	-	100.00	29.00
	Number of suppliers with substantial actual/potential negative environmental impacts that were terminated	Number of suppliers	-	-	0	0
	Number of suppliers with substantial actual/potential negative social impacts that were terminated		-	-	0	0
	Number of suppliers in capacity building programs	Number of suppliers	-	-	278	282
	Percentage of unique significant suppliers in capacity building programs	% Tier-1 suppliers spending	-	-	21.35	44.60
	Spending on local suppliers ²					
	Percentage of procurement spent on suppliers local to the operations	% of total spending	100.00	100.00	100.00	100.00

Definitions, Explanations and Calculation Methodologies

“-” refers to no data.
“N/A” refers to not applicable.
¹ The Company has set criteria for significant suppliers, which are juristic persons, have continuous usage, or are specialized partners that cannot be replaced, and have expenditures exceeding 100,000 THB.
² Local suppliers refer to suppliers operating in Thailand.

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