

Forging Trust Evolving Stronger

Frasers Property (Thailand) Public Company Limited
Sustainability Report 2023

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Message from Chairman of the Corporate Governance and Sustainable Development Committee

Frasers Property (Thailand) Public Company Limited remains committed to driving the organization towards sustainable development in all aspects, covering the economy, society, and environment. The Company also adheres to the ethical principles and the Code of Business Conduct that considers the interests of all stakeholders equally. The Board of Directors has appointed the Corporate Governance and Sustainable Development Committee, comprising of three members, namely Mr. Chainoi Puankosoom as the Chairman, Associate Professor Tithipan Chuerboonchai and Mr. Thanapol Sirithanachai as the committee members.

In 2023, the Company established policies for development of real estate projects that consider sustainability and the expectations of customers and stakeholders across all dimensions. The Company strives to develop real estate projects that create values for society, with a dedicated focus on environmental conservation and addressing climate change concerns. This commitment is demonstrated through setting a goal for all new commercial and industrial properties to achieve green building certification, which can assure customers that the projects embody efficient resource conservation and uphold environmental and social responsibilities throughout its life cycle from design, construction, maintenance, and operation or building occupation.

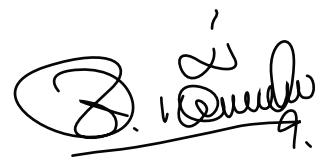
Furthermore, the Company communicates its sustainable development policies and practices to its partners and all stakeholders throughout the value chain to promote environmental and social responsibilities. The policies govern practices of executives and employees following the principles of good corporate governance, transparency, and accountability to promote sustainability and foster stakeholder trust across diverse sectors.

To mitigate climate change, the Company has formally submitted a commitment letter to reduce greenhouse gas emissions to the Science Based Target Initiatives (SBTi) in June 2023. Concurrently, the Company announced its ambition to become a Net Zero Carbon Corporation by 2050, utilizing data from 2021 as a baseline for carbon footprint analysis.

Following the commitment to lead a sustainable organization, the Company has achieved notable success in 2023 and has garnered recognition from various reputable organizations.

1. The Company attained an excellent “5-star” rating, the highest level in the Corporate Governance Report (CGR) 2023 assessment from the Thai Institute of Directors Association (IOD).
2. The Company received full scores of 100 for the fourth consecutive year from the 2023 Annual General Shareholders’ Meeting Assessment by the Thai Investors Association.
3. The Company achieved “A-level” ratings for the fourth consecutive year from the Global Real Estate Sustainability Benchmark (GRESB), a world-class sustainability standard that evaluates sustainability disclosure in the real estate sector.
4. The Company achieved “AA-level” ratings from SET ESG Ratings by the Stock Exchange of Thailand.

On behalf of the Corporate Governance and Sustainable Development Committee, I would like to express appreciation to the Board of Directors for the continued efforts in driving corporate sustainability development that led to notable successes that were recognized by various organizations. Additionally, I would like to express gratitude to our customers, contractors, suppliers, and all stakeholders who play a crucial role in driving the Company’s commitment of conducting sustainable business and creating mutual benefits for the society and environment throughout 2023.



(Mr. Chainoi Puankosoom)
Chairman of the Corporate Governance
and Sustainable Development Committee



Message from the Chairman of the Executive Committee

Frasers Property (Thailand) Public Company Limited, a fully integrated real estate platform developer, is guided by the purpose of 'Inspiring experiences, creating places for good', or commitment to crafting spaces that foster lasting positive experiences. The Company commits to inspire and develop properties that cater to diverse needs, create values to stakeholders, and generate positive outcomes against the backdrop of a swiftly evolving world. The Company's overarching goal is to become a Net Zero Carbon organization by 2050, which exemplifies its responsibility to mitigate climate change issues. This commitment extends to preserving the environment as it is the foundation of life, and cultivating a resilient business model that is adaptable to changes. The Company firmly believes that these collective efforts to create positive and meaningful impacts for the world and society will resonate and encourage all stakeholders to collaborate in shaping a society that affords a high quality of life for everyone.

In 2023, the Company has initiated a Purpose campaign that emphasizes the 'Power of Listening' or the potency and significance of active listening. Recognizing that attentive listening enables a profound understanding of diverse needs, the Company aims to develop properties that effectively address the consumer requirements. Simultaneously, the Company is committed to developing and managing spaces that contribute positively to society and address social issues related to health and well-being. This approach involves fostering connections and curating experiences that enrich the community, transcending the conventional boundaries of business areas. Noteworthy example includes dedicating a 1,500-square-meter space, named C-Asean Samyan CO-OP, to promote learning at Samyan Mitrtown. Similarly, Frasers Property Logistics Park (Bangna 1) has repurposed over 10,000 square meters of space into a versatile area for tenants, featuring facilities such as a football field, pétanque court, jogging area, and communal spaces for various activities.

The Company is committed to sustainable development to achieve its target of becoming a Net Zero Carbon organization. This is driven by a sustainability strategy containing three pillars — Acting Progressively, Consuming Responsibly, and Focusing on People — which covers sustainability management for all focus areas including economic, social, and environmental aspects. Furthermore, the Company has integrated both national and international standards into the development of the Company's real estate projects, including Leadership in Energy and Environmental Design (LEED), Excellence in Design for Greater Efficiencies (EDGE), and Thai's Rating of Energy and Environmental Sustainability (TREES). The Company has established a goal to attain green certifications for all newly developed projects. Concurrently, the Company is dedicated to building knowledge about sustainability among its executives and employees to nurture and raise awareness for their active participation in steering the organization towards a sustainable future. Furthermore, the Company has actively engaged with customers, partners, and all stakeholder groups for a collaborative effort to promote sustainability initiatives and foster long-term sustainable growth in line with the commitment to inspire and equally create positive values to the society.

Lastly, I would like to express appreciation to the employees for applying expertise and knowledge into their hard work with the best interests of all stakeholders. On behalf of the management team and all employees, I would like to express gratitude to everyone who has consistently supported us and contributed to our shared journey towards a sustainable future. Your unwavering support and faith in the Company are invaluable. The Company remains resolute in its commitment to creating meaningful spaces and fostering positive experiences for the society.



(Mr. Panote Sirivadhanabhakdi)
Chairman of Chief Executive Officer



Sustainability Highlights 2023



Acting Progressively

Learning and creativity will open doors to a future full of sustainable opportunities, based on an ethical corporate governance and integrity.

94 training courses designed to enhance knowledge on innovation and process development
1,564 training hours on innovation

Disclosed the results of management and performances related to climate change in accordance with
TCFD

3,537 hours of employee training on governance and ethics

62% of all assets are certified by green building standards



Consuming Responsibly

The company emphasizes environmental conservation, aiming to become a net-zero organization.

6.69% reduction in scope 1, 2, 3 greenhouse gas (GHG) emissions from 2022

Electricity consumption reduction by
16.01% from 2022

17% total green areas in new residential projects

Recycled waste
162,806.7 kilograms



Focusing on People

Focusing on creating spaces that provide a comprehensive and equitable experience for all.

Customer satisfaction score
85.78%

2,905 hours of employee engagement in volunteering activities

Blood donation to National Blood Center, Thai Red Cross Society
4.46 million cc

Ratio of female in total employees
52.6%

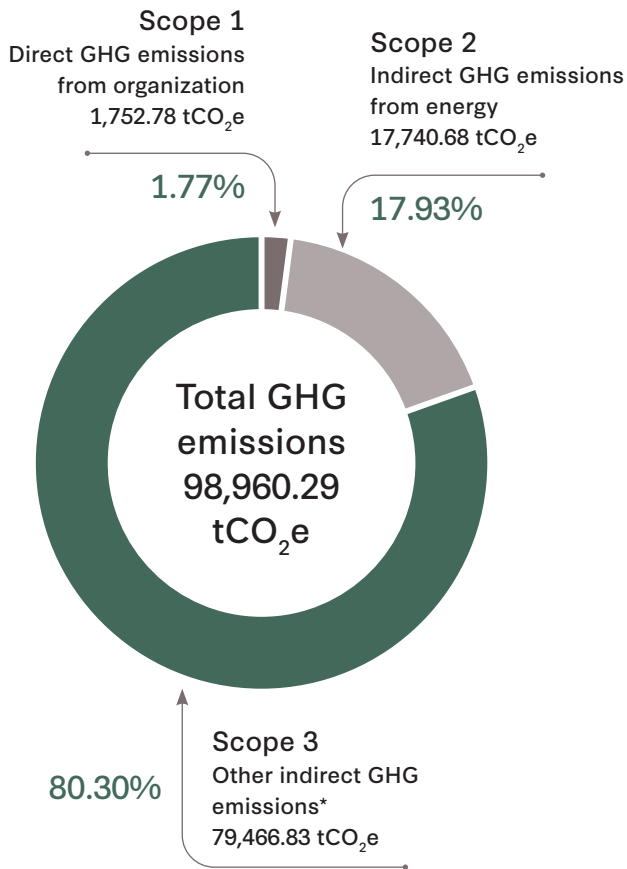
None employee and contractor work-related fatality

None significant complaints regarding human rights violation

22,136 employee training hours on sustainability

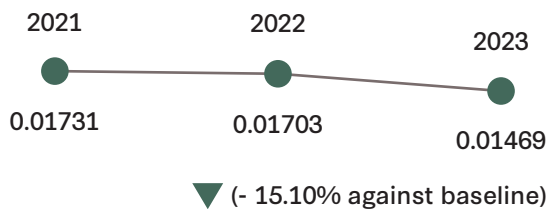
Greenhouse Gas Emissions

Total Greenhouse Gas Emissions (tCO₂e)

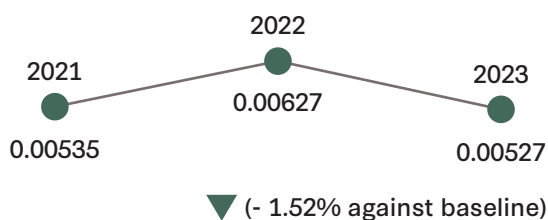


* Scope 3 performance includes other indirect greenhouse gas emissions associated with Category 3, 5, 7, and 13 only.

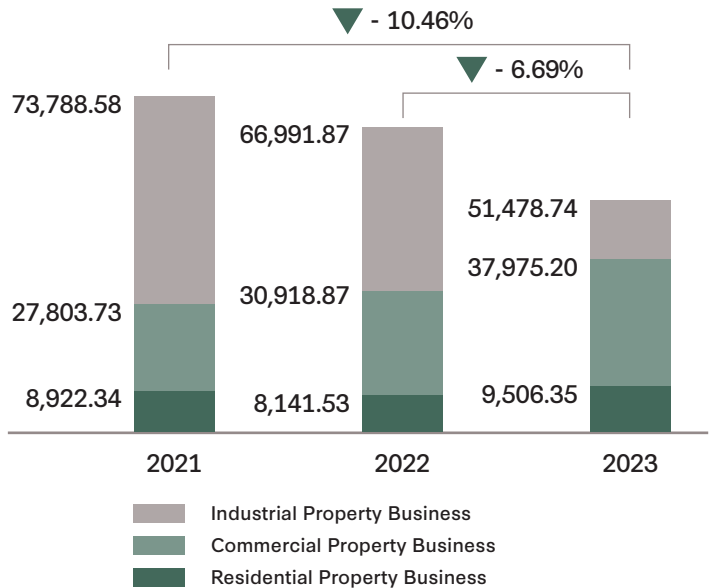
Greenhouse Gas Intensity Year on Year (tCO₂e/m²)



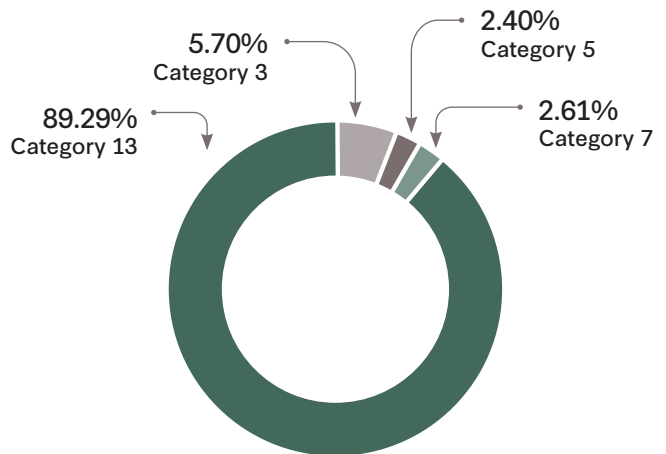
Electricity Consumption Intensity (MWh/m²)



Total Greenhouse Gas Emissions Year on Year (tCO₂e)



Greenhouse Gas Emissions Scope 3 (tCO₂e)



Category 3

Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2 GHG emissions **4,527.81 tCO₂e**

Category 5

Waste Generated in Operations **1,905.58 tCO₂e**

Category 7

Employee Commuting **2,075.26 tCO₂e**

Category 13

Downstream Leased Assets **70,958.18 tCO₂e**

Awards and Recognitions

(GRI 2-28)



Global Real Estate Sustainability Benchmark 2023 (GRESB)

The Company achieved A-level rating of sustainability disclosure for real estate business and received GRESB Green 2 Stars in Standing Investments and Development categories for 4 consecutive years (2020-2023) from the Global Real Estate Sustainability Benchmark (GRESB), a global recognized organization for business performance assessments.



SET ESG Ratings 2023

The Company has attained AA level in SET ESG Ratings, formerly known as THSI, as conferred by the Stock Exchange of Thailand (SET). Such recognition is a testament to the Company's unwavering commitment to robust corporate governance, adept risk and emerging risk management practices, consideration for all stakeholders, and dedicated efforts in social responsibility and environmental stewardship.



Corporate Governance Report of Thai Listed Companies 2023

The Company has received five stars rating "Excellent" for Corporate Governance Report of Thai Listed Companies, or CGR, rating in 2023 from the Thai Institute of Directors (IOD).



ASEAN Asset Class PLCs

The Company has received ASEAN CG Scorecard by ASEAN Capital Markets Forum (ACMF) and Asian Development Bank (ADB). This accolade recognizes listed companies in ASEAN that conduct business with adherence to the good governance principles.



Frost & Sullivan Best Practices Award 2023

The Company has been honored with the 2023 Thailand Integrated Property Development Company of the Year Award, recognizing its excellence from Frost & Sullivan, a globally recognized business consulting and research organization.



Green Hotel

Modena by Frasers Bangkok Hotel Residences has earned the esteemed certification of being recognized as a Green Hotel in the Bronze Class by the Department of Environmental Quality Promotion (DEQP), Ministry of Natural Resources and Environment.



WiredScore

The Company has taken a pioneering step of managing buildings with prime digital connectivity by securing WiredScore certification for three of its buildings: Park Ventures Ecoplex, FYI Center, and Samyan Mitrtown. WiredScore is a global organization that acknowledges buildings with best-in-class digital connectivity and future-proof technology infrastructure.



EDGE Green Building Certification

Fraser's Property Industrial (Thailand) has achieved Excellence in Design for Greater Efficiencies (EDGE) certification for two of its buildings. This certification focuses on building efficiencies in energy savings, water savings, and less embodied energy in materials used.



HR Asia 2023

The Company was honored with the prestigious Best Companies to Work For in Asia 2023 and Most Caring Company Awards 2023 by HR Asia, a premier publication for HR professionals in the region.



Occupational Safety and Health Management System Standard Certification

Fraser's Property Industrial (Thailand) Limited has attained platinum-level certification from Thailand Institute of Occupational Safety and Health (Public Organization). This notable achievement reflects the Company's exemplary management of occupational health, safety, and workplace environment.



BSA BUILDING SAFETY AWARDS 2022

BSA Building Safety Awards 2022

The Company achieved outstanding recognition by securing 4 Building Safety Awards at the platinum level for Park Ventures Ecoplex, Sathorn Square Office Tower, FYI Center, and Mitrtown Office Tower. Assessment criteria for this award include building monitoring, capability, building safety and equipment, safety management, fire hazard management, rescue, and evacuation.



Best Corporate Social Impact 2023

The Company was honored with the Best Corporate Social Impact award by Cosmopolitan the Daily, a prominent United Kingdom-based business publication. This recognition underscores the Company's dedication to becoming a sustainable leader, notably through its "3C to Progressive Change" policy. This comprehensive approach encompasses cultivating societal betterment, crafting a greener future, and championing resilience through sound governance.

Membership

Institution	Abbreviation
American-Thai Chamber of Commerce	AMCHAM
Australian-Thai Chamber of Commerce	AustCham
European Association for Business and Commerce	EABC
Singapore-Thai Chamber of Commerce	STCC
German-Thai Chamber of Commerce	GTCC
British Chamber of Commerce Thailand	BCCT
Franco-Thai Chamber of Commerce	FTCC
Japanese Chamber of Commerce	JCC
Thai Industrial Estate and Strategic Partner Association	TISA
The Thai Chamber of Commerce	TCC
Thai Subcontracting Promotion Association	THAISUBCON
Warehouse Silo and Cold Storage Business Association	WSCB
The Federation of Thai Industries	FTI
Thailand-China Business Council	TCBC
Institute of Internal Auditors of Thailand	IIAT
Investor Club Association	IC
Thailand Management Association	TMA
Thailand's Private Sector Collective Action against Corruption-Thai Institute of Directors Association	CAC-IOD
Thai Listed Companies Association	TLCA

About this Report

(GRI 2-1, 2-3, 2-5)

The Company annually conducts a sustainability report to disseminate information on its management approach and sustainable performance outcomes that correspond with material issues deemed essential to the Company and its stakeholders. This comprehensive sustainability report delves into three key dimensions: governance, environmental, and social. It also provides detailed insights into the Company's progress and performance, underscoring its commitment to advancing the United Nations Sustainable Development Goals (UN SDGs).

Frasers Property (Thailand) Public Company Limited has prepared this sustainability report in accordance with the GRI Standards for the period from 1 October 2022 to 30 September 2023. The report encapsulates the sustainability performance of the Company, its subsidiaries, and joint ventures that are located in Thailand where the Company has management and operational control. The coverage of the report extends across the three core business groups including, Residential Property Business, Industrial Property Business, and Commercial Property Business.

The Company has diligently scrutinized and validated the accuracy of the information presented in this report in accordance with GRI Standards for indicators including GRI 302-1, GRI 303-3, GRI 303-4, GRI 303-5, GRI 305-1, and GRI 305-2. This verification process has been conducted by an external party, underscoring the Company's commitment to ensuring the precision, comprehensiveness, alignment with GRI Standards, and material issues considered significant for both the Company and all stakeholders.

Contact Information

Governance and Corporate Planning, Risk Management and Sustainability Department
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About Frasers Property (Thailand)

(GRI 2-1, 2-6)



Vision

To be a leading provider of integrated real estate platform with commitment to create memorable and enriching experience to all stakeholders for sustainable growth.



Mission

Our mission is to be the leading operator and developer of an integrated property platform across multi-asset classes spanning residential, industrial, and commercial sectors. We thrive to be at the forefront, driving the industry forward, and creating values through technology and innovative solutions that uplift our core competencies and long-term competitiveness. Driven by a unifying idea that experience matters, we are committed to deliver customer centric solutions and enriching experiences to our customers.



Business Goals

We aim to strengthen business foundation by delivering a well-balanced portfolio with sustainable recurring income. We are committed to maintain our leading position in the industrial property business; become top five leading developer in residential property sector with growing revenue and strengthening brand awareness; and continue to expand in the commercial property business with new mixed-use development project in strategic locations. Being a main sponsor of our REITs, we are determined to support and grow our REIT platform with high quality assets for sustainable return to unitholders. We focus on recruiting talents and enhancing overall organizational capability to drive successful execution of corporate strategy over the long term.



Strategy

Frasers Property Thailand is well positioned to become the country's leading property developer based on our core strategies as follows:

Investment and Partnership

Value accretive joint ventures to propelling a new height of business growth

Customer Centric Initiatives

Creating memorable and enriching experiences for our customers

Real Estate as A Service

Extending real estate business through innovation and services

Multi Asset Class Platform Development

Integrated real estate platform with diversified portfolio across asset classes

Corporate Values



Collaborative



Respectful



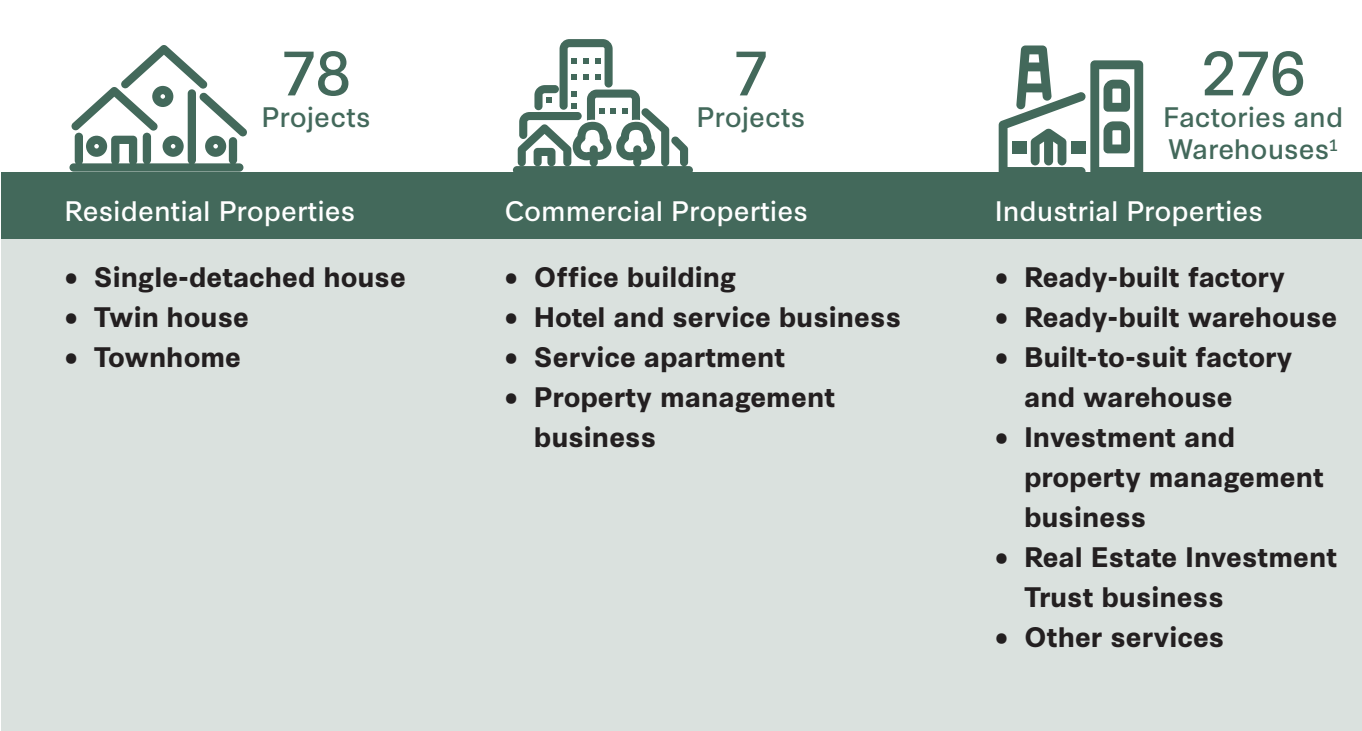
Progressive



Real

Business Overview

Frasers Property (Thailand) Public Company Limited (“the Company”) is a fully integrated real estate developer that comprises three business groups: residential property business, commercial property business, and industrial property business. The integration of expertise in the development and management of various types of assets under the One Platform strategy has established a solid organizational foundation and strengthens the Company’s business operations. This strategy also supports the Company’s goal of becoming a leading real estate service provider in the country. The details of the Company’s business groups are as follows.



Furthermore, the Company also invests in other related businesses, both domestically and internationally, such as technology and smart solutions, including data centers, automation, and robotics. This is to enhance competitiveness, minimize risks in business operations, and to innovate excellent services following a commitment to deliver valuable and memorable experiences to customers and stakeholders.

¹ Includes factories and warehouses for rent in Indonesia and Vietnam

Business Value Chain

The Company places importance on sustainability management across all activities in the business value chain, and ensures that it can operate efficiently and deliver utmost values to all stakeholders. This encompasses both primary activities and support activities as follows.



1. Inbound Logistics

- Acquisition and business development
- Understand local needs for business development and study customer needs
- Responsible land acquisition with consideration on social and environmental impacts
- Procurement of high-quality and environmentally friendly materials



2. Operation

- Property design that is environmental-friendly and corresponds with customer needs
- Development of high quality and environmental-friendly projects and infrastructures
- Consideration of safety and potential impacts on customers and communities
- Environmental management in construction processes



3. Distribution

- Distribution of quality spaces, houses, and buildings, and services
- Sales or rental and transaction activities



4. Marketing and Sales

- Reasonable pricing
- Comprehensive communication on the project information



5. Customer Services

- Property and asset management
- After-sales services such as transfer of ownership, warranty, and maintenance service
- Project management or project juristic person
- Other services such as factory and warehouse modifications, supply of utilities, permit applications with government agencies, and property investment and management



6. Supporting Activities

- Organizational infrastructure, including corporate governance, accounting and finance, and risk management
- Transparent, fair, and equitable procurement
- Human resource management emphasizing on human capital development and fostering corporate culture
- Occupational health and safety management to enhance efficiency in operations
- Digital and technological advancement to meet customer needs and to create a safe working environment

A photograph of a modern building's rooftop garden. The scene features a curved wooden walkway in the foreground, bordered by low concrete walls. The garden is filled with various green plants, including tall trees and large-leafed tropical plants. In the background, a multi-story building with a glass facade is visible. A semi-transparent green box is overlaid on the upper right portion of the image, containing the text "Sustainability Strategy".

Sustainability Strategy

Frasers Tower

Sustainability Development Strategy

With commitments to robust and sustainable growth while managing current economic, social and environmental outlooks, the Company places importance to every facet of its business operations, value chain, and the varied needs of stakeholders. Therefore, the Company has developed sustainability targets and strategy that considers business risks and opportunities, economic trends, shifts in the industrial landscape, evolving consumer needs and behavior, personnel welfare and development, climate change, technological advancements, and innovation. This strategy aligns with the Company's material topics to create positive impacts and benefits for all stakeholders involved.

Sustainable Development Goals

Since 2020, aligning with the Company's unwavering commitment to enhance and cultivate sustainability across the organization, the Company has established five goals coupled with the objective of creating values from business operations. These goals are continuously communicated to all stakeholders, and serve as the driving force that propels the Company's sustainability initiatives to meet the diverse needs of all stakeholders.



To be
a net-zero carbon
corporation
by 2050



To be climate-resilient
and establish
adaptation and
mitigation plans
by 2024



To green-certify 80%
of owned and
asset-managed
properties
by 2024



To finance
sustainable assets
through green finance
and sustainable
finance by 2024



To develop and
implement ESG
Management System
by 2023

Corporate Sustainability Strategy in alignment with UN Sustainable Development Goals and GRI Reporting Standards



Advance living conditions and safety for the stakeholders



Improve skills and knowledge of employees and business partners



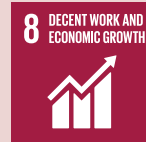
Enhance policies and welfare to foster gender equality



Increase water efficiency across all sectors and manage wastewater quality before its discharge



Encourage the adoption of alternative energy sources and elevate the proportion of renewable energy use in products



Promote fair employment practice, mitigate social impacts and environmental risks. Foster innovation development



Develop resilient, sustainable, and durable infrastructure. Encourage resource efficiency and the adoption of clean, environmentally friendly technologies



Create diversity within workplace and community, promoting social inclusion regardless of age, gender, disability, race, ethnicity, origin, religion, or economic status.



Support positive economic, social, and environmental connections while advocating for universal access to green spaces



Efficiently manage and utilize resources, aiming to curtail waste generation through preventive measures, reduction, and proactive reuse



Enhance resilience and adaptive capabilities to address hazards and natural disasters, aligning with the Net Zero 2050 commitment



Preserve and restore ecosystems, safeguard biodiversity, and advocate for the expansion of green spaces and reforestation initiatives



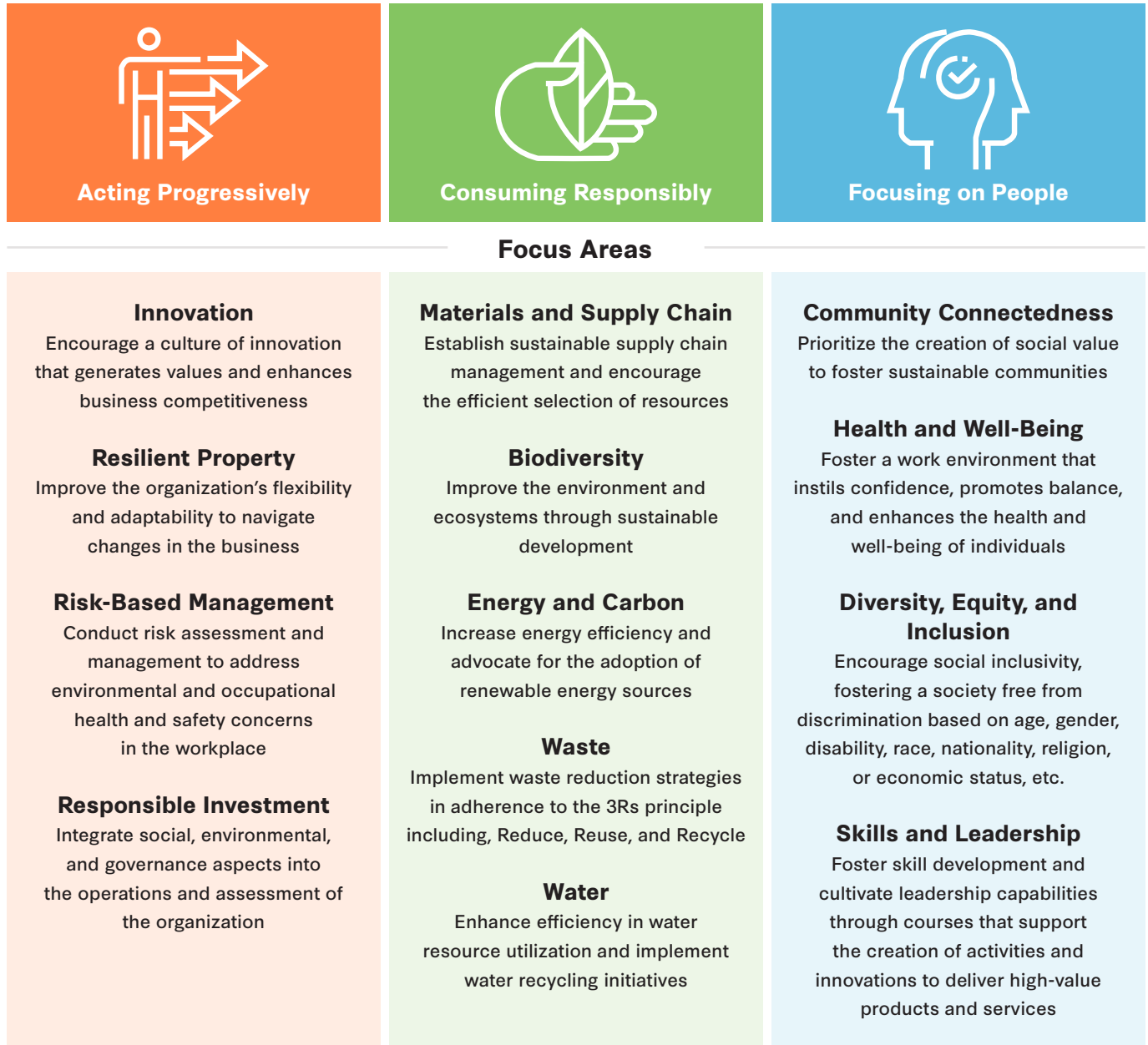
Cease the employment of illegal labor and child labor, diminish corruption, and develop institute policies that foster a transparent work system



Cultivate collaborations with diverse stakeholders, encompassing public, private, and governmental sectors, to fortify sustainability initiatives and augment societal and communal value

Corporate Sustainability Framework

The Company has developed a sustainability framework that aligns with the United Nations Sustainable Development Goals (UN SDGs), which encompasses 13 focus areas under three dimensions including, Acting Progressively, Consuming Responsibly, and Focusing on People as delineated below.



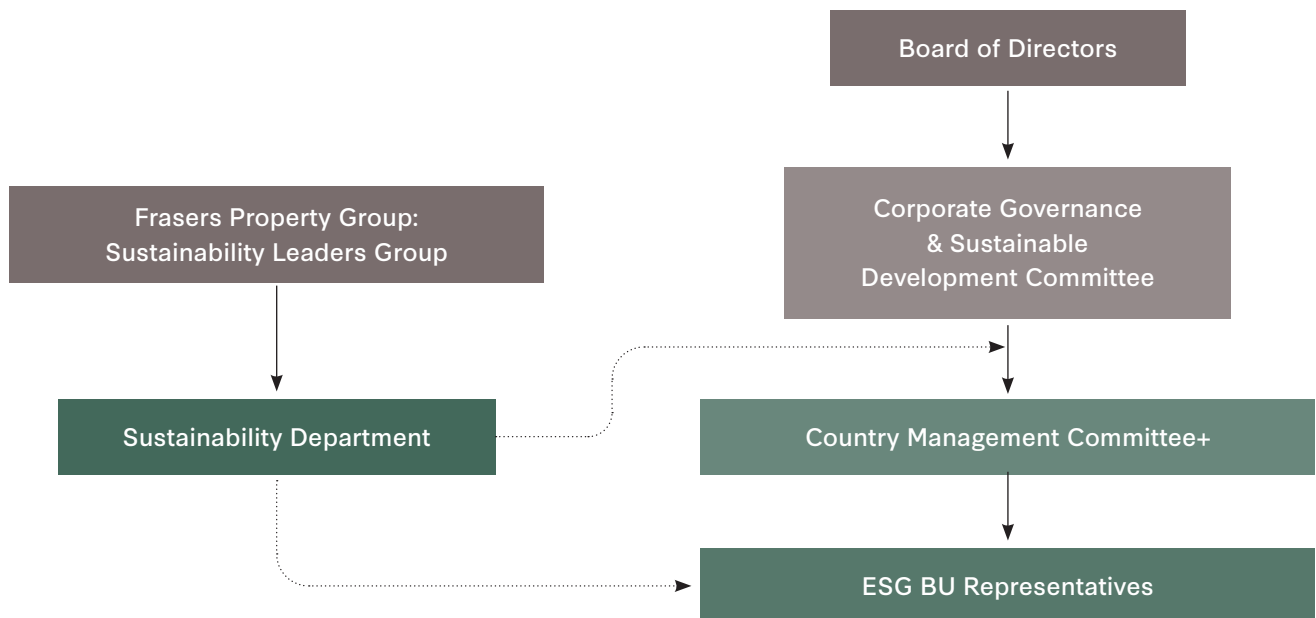
Moreover, the Company has established sustainability objectives as corporate key performance indicators, which extend to top-level executives and frontline staff, to ensure that all employees and relevant parties are to take part in leading the organization towards its goals. Additionally, management measures are in place to continuously monitor associated performances.

Sustainability Development Governance

(GRI 2-9, 2-10)

Sustainability governance at the Company supports business operations according to the sustainability framework and creates utmost values to all stakeholders throughout the value chain. The Board of Directors appointed the Corporate Governance and Sustainable Development Committee, which consists of 3 directors, to advise and establish guidelines for the Company's sustainability endeavors in line with principles of good corporate governance, transparency, and fairness to stakeholders. The Country Management Committee+ ensures that business operations are in line with the sustainability policy and the operational directions that are enforced by the Board of Directors, as well as to establish strategies and initiatives to further propel corporate sustainability performances.

The Board of Directors has established ESG Business Units (BU) Representatives, which consists of representatives from all business groups and departments, to jointly drive the Company's sustainability operations. This includes consistent monitoring of ESG performance, and reporting sustainability development outcomes to the Executives and the Corporate Governance and Sustainable Development Committee on a quarterly basis. Furthermore, the Company receives support from Frasers Group's Sustainability Leader Team in defining the overall sustainability direction, and providing consultation to the Sustainability Department, Executives, and working groups of the Company.



For further details of the Corporate Governance and Sustainable Development Committee regarding composition, qualifications, roles, duties, responsibilities, and performance assessment, kindly refer to the Form 56-1 One Report 2023 <https://www.frasersproperty.co.th/en/investor-relations/downloads/form-56-1-one-report>

Stakeholder Engagement

(GRI 2-25, 2-29, 3-1, 3-3)

The Company has conducted a comprehensive analysis to prioritize internal and external stakeholders throughout the business value chain. The prioritization is in accordance with the GRI Standards 2021, which considers the magnitude of

positive and negative impacts on stakeholders and their dependency on the Company. A total of 9 stakeholder groups were identified and prioritized following the process as detailed below.




Stakeholder Identification	Stakeholder Prioritization
A workshop with Executives were held to identify stakeholder groups that are associated with the business value chain.	The Company prioritizes each stakeholder group by analyzing the level of dependency on the Company and the level of influence each stakeholder group has on the Company's business.





Stakeholder Identification and Prioritization Process

According to this analysis, the top 3 prioritized stakeholder groups are: 1) Employee, 2) Customer and Tenant, 3) Investor and Shareholder. The Company consistently engages with all stakeholder groups through various channels to evaluate and analyze issues that each group is interested in and concerned about. This allows for the Company to be able to respond to expectations effectively. Furthermore, the Company engages

with each stakeholder group on an annual basis through various engagement channels and activities such as, social responsibility projects and initiatives that support the livelihood and well-being of residing communities. The engagement outcomes associated with the projects and initiatives are reported to the Board of Directors and the Country Management Committee+, quarterly.

Stakeholders	Employee	Customer and Tenant
Engagement Channels	<ul style="list-style-type: none"> Town Hall Internal online platform Welfare Committee meeting Annual employee engagement survey Whistleblowing channel 	<ul style="list-style-type: none"> Annual customer satisfaction survey Customer relationship activities/ marketing activities Meeting with customers Communication through online media/ email or Call Center Whistleblowing channel Company's website
Key Stakeholder Interests	<ul style="list-style-type: none"> Business directions and the Company's performance Business ethics Employees' well-being Adequate compensation, welfare, and benefits Career advancement and stability Good environment in workplace Development of competency and knowledge 	<ul style="list-style-type: none"> High quality after-sales service Customer relationship management Environmental management Efficient response to customers' complaints Risk and crisis management
Actions and Responses	<ul style="list-style-type: none"> Transparent communication of business directions and the Company's performance Organize trainings on business ethics, anti-corruption, and sustainability Determine appropriate compensation and benefits Oversee occupational health and safety of employees Continuous development of employees' competency Provide channels for expressing opinions and complaints 	<ul style="list-style-type: none"> Continuous improvement of product quality and services to respond to customers' needs Design environmental-friendly products, such as reducing the consumption of resources, water, energy, and the amount of waste generation Provide channels and process for expressing opinions and complaints, while having a process for effective response Regularly conduct a customer satisfaction survey

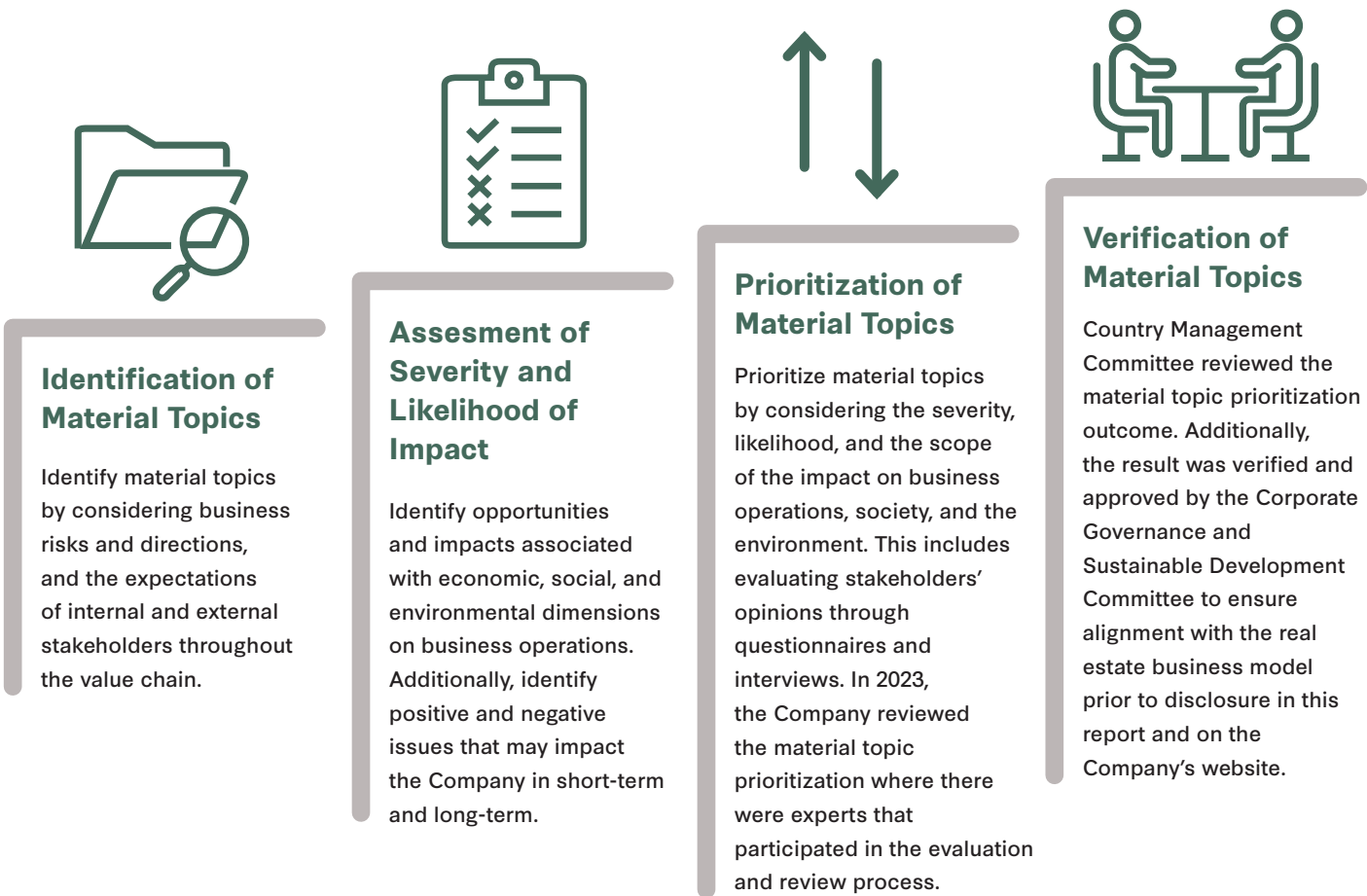
Stakeholders	Investor and Shareholder	Business Alliance and Partner	Supplier and Contractor
Engagement Channels	 <ul style="list-style-type: none"> • Annual General Meeting • Communication through online media/ email • Whistleblowing channel • Company's website • Company visits 	 <ul style="list-style-type: none"> • Meetings with business alliances/ joint-venture • Communication through online media/email • Whistleblowing channel • Company's website 	 <ul style="list-style-type: none"> • Communication through online media/ email • Whistleblowing channel • Company's website
Key Stakeholder Interests	<ul style="list-style-type: none"> • Stable growth and profitable business outcome • New business development • Innovation and technology development • Risk and crisis management 	<ul style="list-style-type: none"> • Business operation with integrity, fairness, and transparency • Creating business collaboration for mutual growth • New business development • Innovation and technology development 	<ul style="list-style-type: none"> • Good corporate governance and business ethics • Equity in business operations • Transparency and fairness in procurement processes
Actions and Responses	<ul style="list-style-type: none"> • Transparent disclosure of operating performance in accordance with the principles of good corporate governance • Regular analysis and review of corporate risks to monitor and prepare appropriate mitigation measures, covering both short-term risks and emerging risks • Continuous development of products and services through innovations and technologies • Strict compliance with relevant laws 	<ul style="list-style-type: none"> • Conduct business with transparency and fairness in accordance with business ethics and the principles of good corporate governance • Effective business operation and continuous business development • Regular analysis and review of corporate risks to monitor and prepare appropriate risk mitigation measures, while grasping business opportunities through continuous development of new products and services • Adopt innovations and technologies to enhance products and services 	<ul style="list-style-type: none"> • Conduct business with transparency and fairness in accordance with laws and the principles of good corporate governance • Establish and communicate Supply Chain Management Policy and Business Code of Conduct for suppliers, which covers sustainability-related issues

Stakeholders	 Government		 Creditor and Financial Institution	
	Engagement Channels <ul style="list-style-type: none"> • Sponsor initiatives that are organized by the government • Be a part of the government's working groups • Company visits • Whistleblowing channel • Company's website 		<ul style="list-style-type: none"> • Analyst meeting • Meeting with the creditors • Company visits • Communication through online media/ email • Whistleblowing channel • Company's website 	
	Key Stakeholder Interests <ul style="list-style-type: none"> • Compliance with relevant laws and regulations • Transparent disclosure of business performance • Creating economic and social values 		<ul style="list-style-type: none"> • Compliance with the terms of the loan and debenture • Risk management 	
	Actions and Responses <ul style="list-style-type: none"> • Conduct business with transparency and fairness in accordance with laws and principles of good corporate governance • Disclosure of comprehensive, reliable, and transparent business performance • Develop community relation projects to create values for society and economy 		<ul style="list-style-type: none"> • Conduct business with transparency and fairness in accordance with laws and principles of good corporate governance • Regular analysis and review of corporate risks to monitor and prepare appropriate risk mitigation measures 	
Stakeholders	 Society and Community		 Landlord	
	Engagement Channels <ul style="list-style-type: none"> • Organize activities that involve the community • Communication through online media/ email • Whistleblowing channel • Company's website 		<ul style="list-style-type: none"> • Communication through online media/ email • Whistleblowing channel • Company's website 	
	Key Stakeholder Interests <ul style="list-style-type: none"> • Community relationship management • Compliance with social and environmental related laws • Local economic development • Creating a better livelihood for the community and society • A cooperative network to develop the community and society 		<ul style="list-style-type: none"> • Transparency and fairness in land acquisition process • Landlord relationship management 	
	Actions and Responses <ul style="list-style-type: none"> • Operate business with caution to reduce impacts on community and society where it operates • Take in complaints and opinions from the community, and respond in an appropriate manner • Organize activities to promote economic growth and improve the community livelihoods • Strict compliance with relevant laws 		<ul style="list-style-type: none"> • Purchase land with transparency and fairness • Regular analysis and monitoring of land prices • Continuously build a good relationship with landlord 	

Materiality Assessment

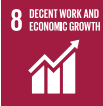


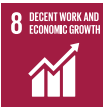










(GRI 2-14, 3-1, 3-2)













The Company has conducted annual materiality assessment, which considered internal and external risk factors, stakeholder expectations and impacts, sustainability trends and the real estate industry outlook that are associated with environmental, social, and governance issues. The methodology for conducting materiality assessment is in accordance with GRI Standards 2021, which involves four steps as follows.








In 2023, the Company identified a total of 13 material topics, an increase from 12 topics in the previous sustainability report, which covers environmental, social, and governance issues that align with the stakeholder concerns, and the internal and external factors of the Company.

Materiality Topics and Corporate Sustainability Framework Alignment

Sustainability Pillar	Focus Area	Material Topic to the Company	Alignment with GRI Standards	SDGs
Acting Progressively	Innovation	<ul style="list-style-type: none"> Technology and Innovation 	GRI 3: Material Topics GRI 203: Indirect Economic Impacts 2016	 
	Resilient Properties	<ul style="list-style-type: none"> Climate Change 	GRI 3: Material Topics GRI 201: Economic Performance 2016	
	Risk-Based Management	<ul style="list-style-type: none"> Corporate Governance and Ethic Risk Management and Compliance 	GRI 2: General Disclosures 2021 GRI 3: Material Topics GRI 205: Anti-Corruption 2016 GRI 206: Anti-Competitive Behavior 2016 GRI 418: Customer Privacy 2016	 
	Responsible Investment	<ul style="list-style-type: none"> Green Investment 	GRI 3: Material Topics	  
Consuming Responsibly	Materials and Supply Chain	<ul style="list-style-type: none"> Supply Chain Management 	GRI 3: Material Topics GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	   
	Biodiversity	<ul style="list-style-type: none"> Biodiversity 	GRI 3: Material Topics GRI 304: Biodiversity 2016	 

Sustainability Pillar	Focus Area	Material Topic to the Company	Alignment with GRI Standards	SDGs
	Energy & Carbon	<ul style="list-style-type: none"> Climate Change Resource Efficiency 	GRI 3: Material Topics GRI 302: Energy 2016 GRI 305: Emissions 2016	  
	Waste	<ul style="list-style-type: none"> Resource Efficiency 	GRI 3: Material Topics GRI 306: Effluents and Waste 2016	 
	Water	<ul style="list-style-type: none"> Resource Efficiency 	GRI 3: Material Topics GRI 303: Water and Effluents 2018	 
Focusing on People	Community Connectedness	<ul style="list-style-type: none"> Community Development 	GRI 3: Material Topics GRI 413: Local Communities 2016	 
	Health & Well-Being	<ul style="list-style-type: none"> Occupational Health & Safety Product Quality and Safety 	GRI 3: Material Topics GRI 403: Occupational Health and Safety 2018 GRI 416: Customer Health and Safety 2016	  

Sustainability Pillar	Focus Area	Material Topic to the Company	Alignment with GRI Standards	SDGs
	Diversity, Equity & Inclusion	<ul style="list-style-type: none"> Human Rights 	GRI 2: General Disclosures 2021 GRI 3: Material Topics GRI 405: Diversity and Equal Opportunity 2016	  
	Skills & Leadership	<ul style="list-style-type: none"> Human Capital Development 	GRI 2: General Disclosures 2021 GRI 3: Material Topics GRI 401: Employment 2016 GRI 404: Training and Education 2016	 



Acting Progressively

Innovation

(GRI 3-3, 203-2)

With rapid innovation and technological advancement, it is crucial for the Company to recognize the constantly changing consumer behaviors to be able to address evolving trends that may lead to potential business impacts. Therefore, the Company aspires to cooperate with business alliances to develop innovations, technologies, and infrastructures that can facilitate convenience, respond to economic and consumer behavioral changes, thus increase exposure to all stakeholders

within the value chain. This strategic approach not only fosters business growth but also fortifies competitiveness and generates meaningful experiences for all involved parties. Additionally, the Company is determined to create an innovative culture among its employees, and encourages the initiation of new innovations that can further enhance productivity and create continuous values for customers.

Target

- To facilitate an innovative culture within the organization by encouraging employees to integrate innovative ideas into their work to enhance productivity and contribute to corporate sustainability development

Key Performance 2023

- 94 courses were trained to enhance employees' knowledge on innovation and process development. These courses contributed to a total of 1,564 learning hours.

In 2023, the Company has appointed the Innovation Committee to promote, reinforce, create an innovative culture, and encourage employees for innovation development. The committee's duties are to establish directions, policies, management approach and targets, and to foster an organization culture where employees are able to innovate projects that can be used and respond to

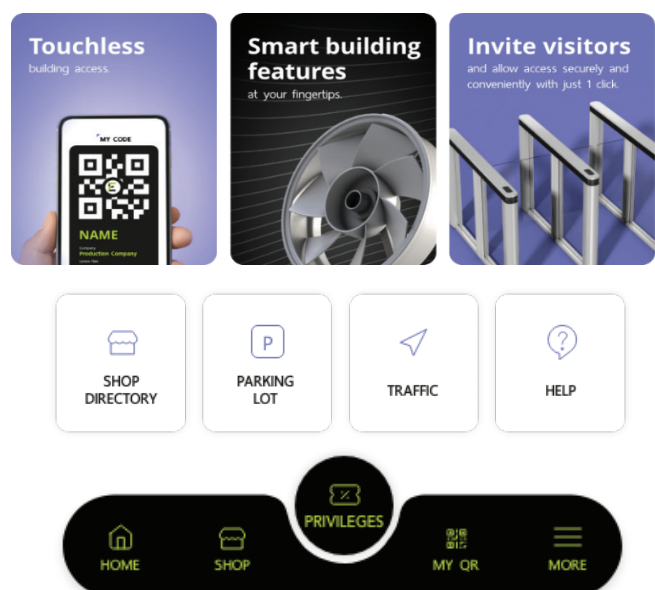
stakeholder needs. The committee is also responsible for monitoring progress in promoting an innovation culture, measuring the benefits gained by the organization associated with launched innovations, and reporting the outcomes to the management and the Board of Directors.

Edge Mobile Application

Edge Mobile Application was developed to enhance the overall user experience, both occupants and staff, within Silom Edge. The application serves as a versatile tool to manage building access and provides benefits for various office-related tasks, such as generating employee entrance monitoring logs. Moreover, the application was designed in accordance with the Smart Building principles to make various activities in Silom Edge more seamless and convenient, such as:

- Touchless building access
- Paperless building service request
- Advance appointment system to reduce the process for visitor card exchange
- Vehicle count for better traffic management
- Communication of promotions, exhibitions, and events

Edge Mobile Application has been honored by Webby with Webby Award Honoree 2023 in the category of Apps, dApps and Software Services and Utilities.



Ticketing Platform for Maintenance Service

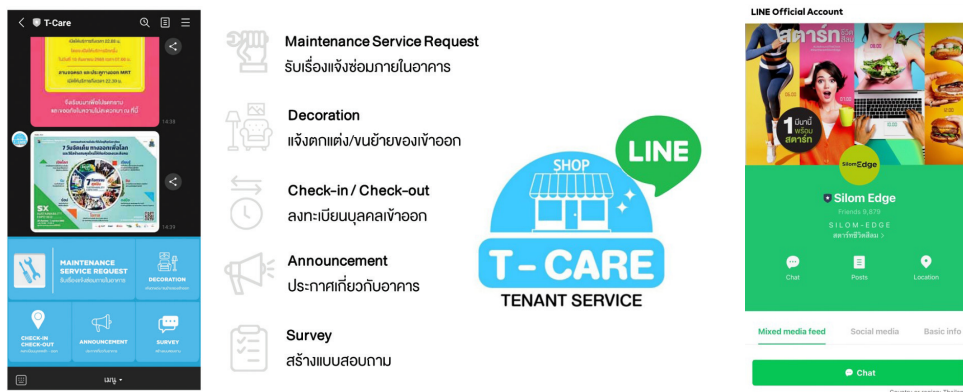
The Company is committed to providing exceptional experiences for all customers and tenants. Therefore, maintenance service applications have been developed for all business groups. The applications help facilitate customer convenience and enhance the Company's asset management process. For commercial property business, a maintenance request application FixItNow was improved to create a more robust workflow where repair tickets are notified to

associated employees as soon as requested, thus making the repair process more efficient and allows for more prompt responses to customers' maintenance requests. Customers can also conveniently view the status tracking of their request via the application. Additionally, customers can provide their satisfaction rate, where the Company will analyze the gathered data to continuously improve operational efficiency.



Furthermore, the Company also enhanced features under T-Care to improve the efficiency of back-end process. With T-Care, shops and occupants of commercial properties can

request for maintenance service, receive relevant news and updates, or provide satisfaction rates through the application where the Company will analyze for further improvement.



The residential property business has improved features in GOLD CARE to improve convenience for customers upon submitting repair requests for either individual residence or common areas, and to track the progress of their maintenance requests. The application also serves as a platform for keeping customers informed about various news and services. With the application, the time required for maintenance service provision was reduced by up to 50%,

and fully replaced the need for traditional phone contacts that were required for repair requests. As a result, the Company was able to save cost approximately 18,000 Baht of phone bills. In 2023, GOLD CORE received a customer satisfaction rate of 88.6%, which reflects significant benefits and convenience that customers experience from using the application. All in all, these developed applications were able to reduce related paper usage by 80%.

Resilient Property

(GRI 3-3, 201-2)

The escalating impacts of climate change worldwide are inevitably affecting all stakeholders, both directly and indirectly. In response, the Company prioritizes resilience in business operations by ensuring adaptation to climate change, and addressing various climate-related risks that may lead to potential short-term and long-term impacts. Simultaneously, the Company seeks potential opportunities from climate change to support its aspiration in becoming a resilient and sustainable organization. The Company assesses physical risks such as

floods, droughts, and extreme weather, which may lead to potential asset damage, business and supply chain disruption, or cause impacts to the safety and well-being of stakeholders. In addition, the Company also considers climate-related transition risks that may cause potential increase in operating costs due to amendments of related laws, regulations, or policies following Thailand's commitment to carbon neutrality and net-zero greenhouse gas emissions by 2050 and 2065, respectively.

Target

- Lead a resilient business with adaptation plans to address climate-related risks in accordance with the TCFD frameworks by 2030

Key Performance 2023

- Developed and disclosed report on climate change management approach in accordance with TCFD frameworks

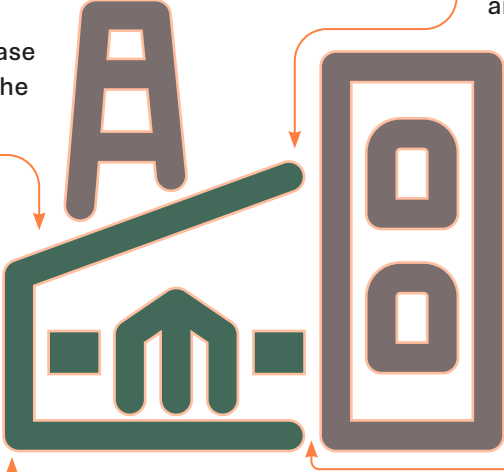
The Company has a comprehensive approach to manage climate change impacts which involves identification and assessment of climate-related risks at a corporate level as part of the enterprise risk profile. The assessment outcomes are regularly monitored and reported to executives and the Risk Management Committee. In 2023, the Company has implemented a framework for disclosing climate-related financial information according to the guidelines outlined by the Task Force on Climate-Related Financial Disclosures (TCFD). The framework encompasses a thorough assessment of risks and opportunities associated with climate change, involving analysis of both quantitative and qualitative impacts on the business, as well as scenario analysis to evaluate potential climate-related scenarios. The TCFD report comprises information on how the Company addresses climate change through four pillars including 1) Governance on monitoring and management of climate-related risks and opportunities, 2) Strategy for climate change impact management, 3) Risk management, and 4) Metrics and targets that were established to address climate change risks. The outcomes of this comprehensive analysis will be integrated as part of the Company's strategic plan to address physical and transitional climate-related risks. Furthermore, the Company is committed to initiating measures to adapt to climate change and reduce greenhouse gas emissions across all three business units as per the Science Based Targets Initiatives (SBTi) guidelines.

To address climate-related risks, the Company studies the geography and flood probability of designated areas, and designs buildings and projects that can withstand climate-related physical risks. Rigorous risk management measures are established, accompanied by delineated action plans to reduce greenhouse gas emissions throughout construction and operational phases as per the Environmental Impact Assessment (EIA) study. Incident response plans are developed to address natural disasters, such as flood prevention plan at Samyan Mitrtown where sandbags will be used to protect water incursion to avert disruptions on customers, tenants, and staff. When developing residential properties, the Company places importance on selecting areas designated as flood-free zones and studying the water-level analysis within the past 15 years of the area to define the project's surface elevation design.

Moreover, the Company has expanded its investment portfolio across diverse sectors and geographical areas as a strategic measure to proficiently mitigate climate-related risks. This strategy helps to minimize potential impacts on the Company's business operations and revenue due to unforeseen events from adverse weather conditions or other threats that may affect specific projects or regions.

Warehouse Design for Climate Resilience

To mitigate the impacts of climate change and the rising temperatures, the Company has strategically designed and constructed warehouses in accordance with Green Building standards. Key initiatives implemented include:

- 
- The diagram shows a stylized warehouse building with a green roof and a brown wall. A large letter 'A' is positioned above the roofline. Five callout lines with orange dots point to specific features of the building: the roof, the wall, the floor, the ventilation louvers, and the jack roof.
- Install jack roof to accelerate heat flow which leads to effective ventilation, thus decrease in temperature within the building.
 - Install insulation for warehouse roofing to reduce heat within the building. Such material does not absorb water and acts as an electric insulator.
 - Use industrial concrete floor with water absorption characteristics that is constructed above the project road surface within the warehouse area to mitigate the risk of flooding.
 - Use non-polluting construction materials and environmentally friendly products such as, double-skin façade and double-walled steel structure. This meets both aesthetic purposes and reduces internal temperatures, thus energy conservation within the building.
 - Install ventilation louvers to prevent external rainwater ingress.

House Design for Climate Resilience

In the architectural design of residential properties, the Company consistently prioritizes mitigating climate change impacts. This meticulous process commences with the careful selection of areas for project development, incorporating a comprehensive analysis to mitigate risks associated with natural disasters, such as floods. Climate change considerations are incorporated in housing designs, including elevating the floor level to avoid flooding and strategically orienting the house plan to accommodate prevailing wind directions. Also, the measures to moderate internal temperatures include the installation of tinted glass and heat insulation. Additionally, the selection of house paint is guided by the objective of reducing the overall temperature within the house. Such design principles underscore the Company's unwavering commitment to providing customers with an optimal living experience, free from concerns related to natural disasters, and ensuring a genuinely comfortable residential environment.

Risk-Based Management

(GRI 3-3, 2-9, 2-16, 2-17, 2-23, 2-24, 2-25, 2-26, 2-27, 418-1)

Climate change, digital transformation, and the ongoing sustainability movement are all the factors that inevitably introduce both risks and opportunities. As a leading organization in the real estate industry, the Company recognizes that it is imperative to prioritize risks and opportunities management to align with evolving trends, safeguard its business and assets, and ensure the well-being of employees as they are a crucial asset to the Company. To cope with potential changes, the Company has in place a solid foundation for risk management that adheres with the principles of good corporate governance and strictly complies with laws and regulations throughout the entire value chain. This ensures that the Company's operations are not only in line with the law but also do not cause adverse

impact to any stakeholder group. Moreover, the Company implemented a comprehensive framework for risk and opportunity management to fortify organizational resilience in coping with unforeseen events. This framework spans over management of cybersecurity risk since it is a critical concern in the current era where digital technology is seamlessly integrated into operations. The Company recognizes the value and vulnerability of the data it possesses, making it essential to plan and implement strict measures to safeguard against cybersecurity threats and reinforce stakeholders' trusts. This is crucial to prevent data breaches or cyberattacks that could lead to potential impacts.

Corporate Governance and Ethic

The Company upholds the principles of integrity, transparency, and accountability for conducting business operations. It established an organization structure and a Corporate Governance Policy and Ethical and Business Code of Conduct that comply with the requirements, rules and criteria for listed companies enforced by The Stock Exchange of Thailand, the Office of the Securities and Exchange Commission, and Capital Market Supervisory Board. This operational framework mandates

that the Board of Directors, executives, and employees at all levels must be informed and uphold such practices throughout the value chain. Additionally, the Company has implemented policies related to sustainability that cover environmental, social, and governance aspects, aiming for transparent and ethical operations to drive the organization towards sustainable development.

Target

- 'Excellent' level from the assessment in Corporate Governance Report for Thai Listed Companies (CGR) by Thai Institute of Directors (IOD)
- Focus on raising awareness among employees about the importance of governance and ethics

Key Performance 2023

- 'Excellent' level from the assessment in Corporate Governance Report for Thai Listed Companies
- 3,537 hours of employee training on governance and ethics

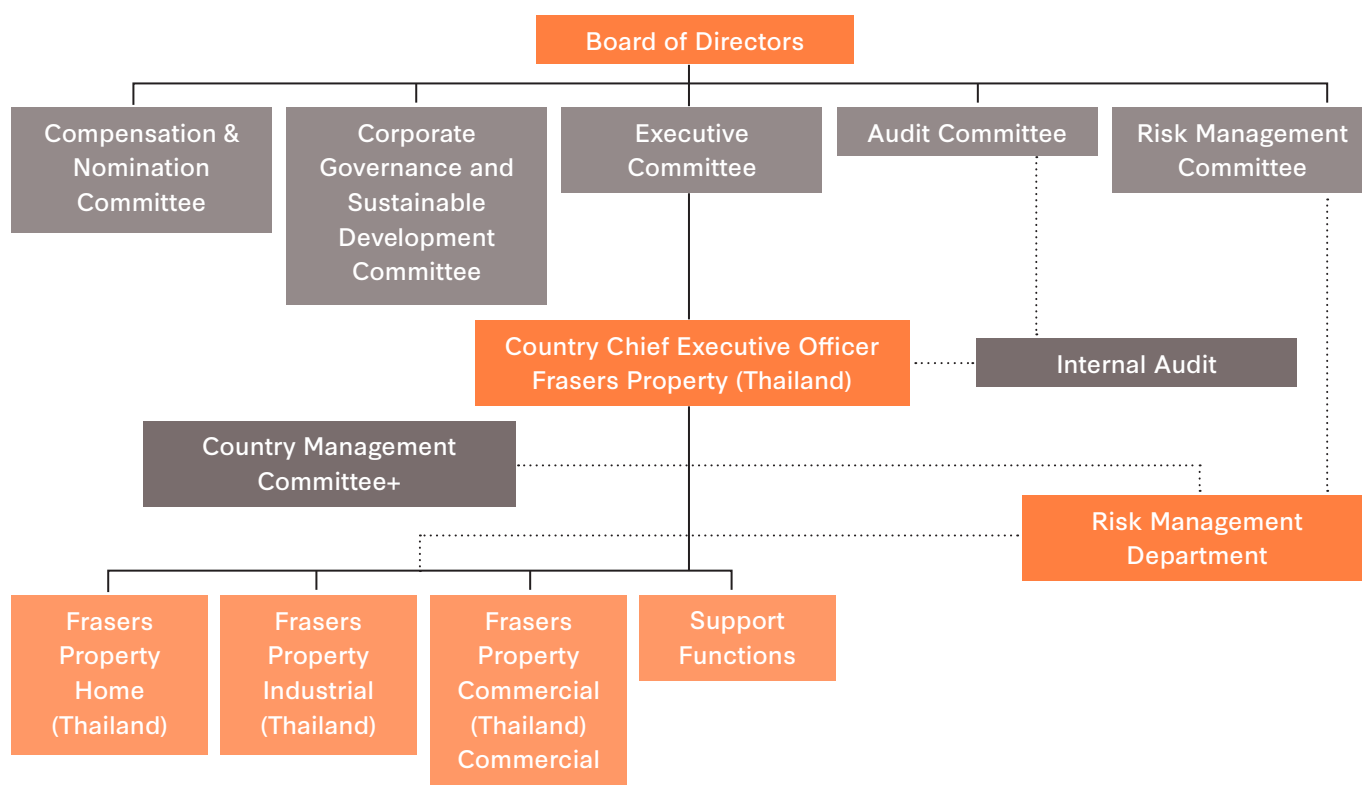
Policy	Objective
Ethical and Business Code of Conduct	Prescribes the scopes, responsibilities, and framework that the Board of Directors, executives, and employees should uphold for a transparent, fair, and effective business conduct. The policy covers operational practices in the areas of anti-corruption, conflict of interest, whistleblowing, discrimination, confidentiality of information, anticompetitive practices, insider trading, safety, health and environment, and IT security.
Anti-Corruption Policy	Prescribes a robust organizational culture that promotes values of integrity and anti-corruption through fair and transparent operations.
Risk Management Policy	Risk management framework that aligns with the Company's goals, strategies, and risk tolerance levels. The framework prescribes processes for risk and opportunity assessment, applying appropriate risk and opportunity management through impact assessments, monitoring the effectiveness of risk assessments, and integrating risk management as an integral part of business operations.
Whistleblowing Policy	Provision of channels for receiving complaints or reports from all stakeholders as well as a complaint management process that includes corrective action measures and complainant protection to build trust and security for the reporting parties. This also promotes transparent business conduct among the Company's executives and employees.
Tax Policy	Tax-related operations in accordance with laws and regulations, tax risk management, and transparent tax reporting.
Supply Chain Management Policy	Guidelines for transparent, fair, and legal compliant supply chain management, aiming to enhance efficiency, reduce costs, and improve business competitiveness.
Business Code of Conduct (for Business Partner and Tenants)	Guidelines for the Company's business partners and tenants, covering transparent business operations, anti-corruption, respect for human rights, ethical procurement, as well as occupational health and safety, and environmental considerations.
Responsible Sourcing Policy	Guidelines for responsible procurement practices for the Company's business partners and contractors to promote effective and sustainable management operations.
Environmental, Energy, Social and Biodiversity Management Policy	Environmental management practices, including water, energy, waste management, biodiversity, and social responsibility, with the goal to efficiently maximize the utilization of resources and consider the impact of the Company on the environment and society. This includes climate-related management to achieve the organization's net-zero GHG emissions goal by 2050.

Policy	Objective
Human Rights Policy	A framework of operations to safeguard the fundamental rights of all individuals, adhering to both related laws and Universal Declaration of Human Rights (UDHR). This is to ensure that business partners and stakeholders within the Company's supply chain operate with respect for human rights.
The Safety, Occupational Health and Working Environment Policy	A framework for continuous improvement and management of occupational health, safety, and environment conditions in the workplace.

Additional information associated with the policies and guidelines, please refer <https://www.frasersproperty.co.th/en/who-we-are/sustainability/our-guidelines-policy-and-reporting> and <https://www.frasersproperty.co.th/en/corporate-governance/corporate-governance/code-of-conduct>

Corporate Governance Structure

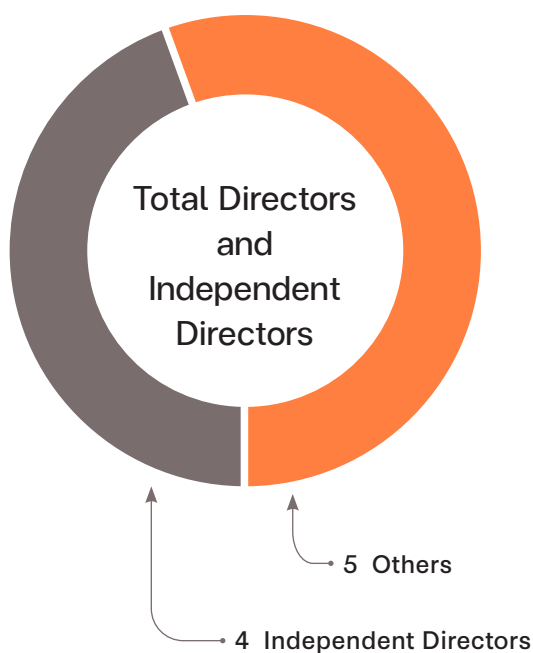
The Company's corporate governance structure consists of the Board of Directors and 5 sub-committees. The Board of Directors comprises a total of 9 directors, including 8 non-executive directors and 1 executive director. Additionally, there are 4 independent directors according to the criteria for independent directors as defined by The Securities and Exchange Commission (SEC) and The Stock Exchange of Thailand (SET), which is accounted as 44% of the total board size. Among the directors, there is one female director, accounting for 11% of the total directors. The Chairman of the Board is an independent director. The Chairman of the Board and Chief Executive Officer are different person, thus performs different roles and responsibilities. The responsibilities of the Board of Directors include setting the direction and policies for the Company's operations, as well as overseeing the management's performance. The sub-committees hold responsibilities to ensure transparency and fairness in their respective operational processes with the aim to build trust among all stakeholders. With this, the Internal Audit and the Risk Management Department hold responsibilities to monitor, investigate and report operational outcomes to relevant sub-committees following a transparent and effective manner. To enhance corporate risk management, the Risk Management Department is accountable to conduct risk assessment, monitor, and report outcomes to the Risk Management Committee.



Nomination and Appointment of Board Members

The Company emphasizes the importance of Board diversity and equality. Therefore, all directors have undergone a fair and unbiased nomination and appointment process, ensuring that there are no discrimination based on gender, race, nationality, age, socioeconomic background, or international background takes place. All directors are highly qualified individuals with knowledge, skills, and expertise suitable for overseeing the Company's operations according to the Global Industry Classification Standard (GICS) for the real estate industry.

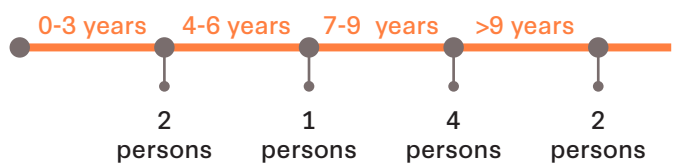
Board of Directors	Independent Director	Female	Board Skill Matrix										
			Property Development and Construction	Engineering and Architecture	Management	Accounting and Finance	Marketing and Logistics	Business Relations	Strategic Planning	Environmental Management and Sustainability	Legal	Economics	Information Technology and Digital
Mr. Chainoi Puankosoom	✓		✓		✓	✓	✓	✓	✓	✓		✓	
Mr. Chotiphat Bijananda					✓	✓		✓	✓		✓		
Mr. Chai Vinichbutr			✓		✓		✓	✓	✓				
Mr. Sithichai Chaikriangkrai					✓	✓		✓				✓	
Mr. Panote Sirivadhanabhakdi			✓	✓	✓		✓	✓	✓	✓		✓	✓
Mr. Chatchaval Jiaravanon	✓				✓	✓	✓	✓	✓			✓	✓
Assoc. Prof. Tithiphan Chuerboonchai	✓		✓		✓	✓		✓		✓	✓		
Mrs. Busaya Mathelin	✓	✓			✓		✓	✓	✓	✓		✓	
Mr. Thanapol Sirithanachai			✓	✓	✓		✓	✓	✓		✓	✓	✓
Total (Person)	4	1	5	2	9	5	6	9	7	4	3	6	3



Gender Diversity



Tenure of the Board of Directors



8 years

Average Tenure of Company Director

In addition, the Company has defined transparent and equitable criteria for nomination, appointment, and performance evaluation of the Country Chief Executive Officer (Country CEO). These criteria were established to ensure the achievement of business objectives, strategic direction, and corporate goals with best interests to business successes and stakeholders' benefits in both short and long terms. The performance assessment criteria include achievement of individual and corporate performance indicators, and benchmarking analysis against other listed companies in the Stock Exchange of Thailand under similar industrial sectors.

Position	Nomination and Appointment Criterion	Key Performance Indicator
Chief Executive Officer	<ul style="list-style-type: none"> Uphold roles and responsibilities as a Chief Executive Officer in accordance with corporate guidelines Knowledge and expertise for business management Possession of skills, experiences, expertise, and qualifications required for business success Experience in property development and construction sector Business management with leadership competency Acknowledged by related industrial sectors Trusted by the Board of Directors No background related to conflicts of interest 	<ul style="list-style-type: none"> Financial indicators such as revenue, return on equity, net profit, and return on invested capital Resilience and innovation indicators such as net zero roadmap promotion, governance and reporting on climate-related aspects according to Task Force on Climate-Related Financial Disclosures framework, corporate social responsibilities, and promoting employee innovation culture People and culture indicators such employee engagement score, human capital development, and talent management Digital/data indicators such as the development of database and processing systems

Business Ethics and Anti-Corruption

The Company conducts business ethics with integrity, as outlined in its Anti-Corruption Policy and No Gift Policy. Furthermore, the Company is also committed to continuously raising employees' awareness about business ethics. To ensure such requirements are practiced, the Company communicates the Ethical and Business Code of Conduct, Anti-Corruption Policy, and Whistleblowing Policy to all newly hired employees during orientation sessions, and mandates that all employees must undergo an online training through E-learning module and sign acknowledgement to the policies accordingly. Following this, all employees must pass a post-training test with a minimum score of over 80%. In addition, the Company conducted risk assessment on anti-corruption measures, and was certified a member of Thai Private Sector Action Against Corruption (CAC) since 2020, which affirms the Company's stance on its commitment to follow good corporate governance, transparency, and protection against all forms of corruption. In addition, the Company has also issued a letter via the corporate website to encourage suppliers to become a member of CAC.





กลุ่มเฟรเซอร์ส พร็อพเพอร์ตี้ ประเทศไทย
และบริษัทในเครือ

**ขอความร่วมมือ
งดรับของขวัญ ของกำนัล**

ในเทศกาลปีใหม่ และเทศกาลต่างๆ เพื่อ
ส่งเสริมวัฒนธรรมการทำงานอย่างโปร่งใส



See supplier invitation to CAC membership <https://www.frasersproperty.co.th/storage/download/cg/fpt-thai-private-sector-collective-action-against-corruption.pdf>

Grievance Mechanism

The Company has established a Whistleblowing Policy for managing grievances or complaints related to unethical and non-transparent work practices. The policy outlines the process for receiving and addressing complaints, and channels for reporting grievances or complaints for all stakeholders.



Mail

Head of Audit Committee,
Fraser's Property (Thailand)
Public Company Limited
944 Mitrtown Office Tower
20-23 Floor Rama IV Road
Wang-Mai subdistrict
Pathumwan District
Bangkok 10330



Email

Head of Audit Committee,
Email: FPT.AuditCommittee@frasersproperty.com



Corporate Website (Online Form)

Website <https://www.frasersproperty.co.th/en/corporate-governance/corporate-governance/whistleblowing>



Suggestion Box

Suggestion Box at
Headquarter Office,
Fraser's Property (Thailand)
Public Company Limited

Risk Management

Due to dynamic shifts in the economic, environmental, global societal conditions, and rapid technological advancements, both public and private entities must proactively prepare to address these uncertainties. Acknowledging this, the Company has developed a robust risk management framework to ensure that the Company is ready and able to adapt promptly, allowing it to sustainably operate, grow and prosper.

Target	Key Performance 2023
<ul style="list-style-type: none">The Company identifies, evaluates, and manages the key risks within the risk tolerance level, also appropriately tracks and reports risks to the Board of Directors	<ul style="list-style-type: none">The Company has identified and assessed emerging risks and quarterly reported the organizational risk factors and management measures to the Risk Management Committee and the executivesDeveloped, enhanced, and reviewed ESG risks

The Company has implemented a comprehensive Risk Management Policy as framework for all business units that aligns with the Company's goals, strategies, and risk tolerance levels. The policy prescribes the scopes, risk and opportunity assessment process, risk management measures, risk monitoring, and integration of risk management as part of all business activities.

The Company manages organizational risks in accordance with guidelines by the Stock Exchange of Thailand and the Committee of Sponsoring Organizations of the Treadway Commission (COSO) standards. The Board of Directors have appointed a Risk Management Committee and Audit Committee. The Risk Management Committee oversees risk governance, which includes assessment, monitoring, and regular reviews of effective implementation of risk management measures in business conduct. The Audit Committee is responsible for auditing internal control systems and offering recommendations for risk management. The Audit Committee is structurally independent of the business lines. Furthermore, the Company has designated a risk owner from various departments to be involved in identifying Key Risk Indicators, assess risks and defining corrective action plans to address risk levels to a tolerant level as per the organization's risk appetite. Ms. Prasnee Surastian, the Company Secretary and Executive Vice President – Governance and Corporate Planning, Risk Management and Sustainability, was appointed the head of Risk Management Department to oversee and monitor risk assessment in accordance with the risk management process, and report outcomes to the Risk Management Committee on a quarterly basis.

Risk management process consists of the following five steps



In 2023, the Company has conducted assessment and identified risks related to business operations including strategic, operational, financial, and compliance risks. Additionally, ESG risks were identified such as climate change, human resource management, safety, and compliance risks.

Risk Management Report	Description	Reporting Frequency to Board of Directors in 2023
Corporate Risk Profile	Risk assessment associated with strategic, operational, financial and compliance risks that may cause potential impact to the Company	4/4
ESG Risk Profile	Risk assessment associated with environmental, social and governance risks that may pose impact to the Company	4/4
Risk Tolerance Limited Report	Risk assessment and tolerance levels	4/4
Emerging Risks	Emerging risk report	1/1

In addition, the Company has started developing a Business Continuity Plan (BCP), aligning with the principles and requirements from ISO 22301:2012 standard. This plan entails the systematic steps for business continuity planning, impact analysis, and risk assessment to be prepared for diverse emergencies that could potentially disrupt the Company's operations. Since 2022, the Company has established a Crisis Management Team, comprising representatives from three business units and other supporting functions. This team is responsible for managing emergencies, minimizing the impact or damage to the Company's operations, especially in unforeseen events, such as IT system breakdowns, natural disasters, or accidents.

Emerging Risk

In 2023, the Company assessed emerging risks and established measures to manage its potential impacts. Additionally, regular meetings were conducted to report these emerging risks to the Risk Management Committee at least once a year.

Natural Disasters and Extreme Weather Conditions due to Climate Change	
Descriptions and Impacts	Management Measures
Climate change is an environmental risk that has broad impacts on businesses and society. Greenhouse gas emissions causes heat entrapped in atmosphere thus increase in global temperature. As a result, it can lead to extreme weather conditions or flooding risks due to rising sea levels from melted ice caps, thereby posing a potential threat to lives or the Company's business such as disrupt operational activities from natural disasters or decrease asset values. Furthermore, extreme weather conditions may affect suppliers' operations, thus leading to potential delays in supply of essential materials required for the Company's construction or operations.	In 2022, the Company has conducted climate-risk assessment which covers associated physical risks. Measures to address risks related to natural disasters or other occurrences due to climate change were established. For example, the Company has established flood prevention plan and initiated a target that 100% of its new buildings must obtain certifications against green building standards for being eco-friendly and resilient to climate change. Furthermore, the Company has implemented plans to ensure business continuity and has secured insurance coverage for its properties and projects in case of disasters. To prevent impact from climate change to suppliers' operations, the Company has developed contingency plans by diversifying the number of involved business partners, such as engaging multiple suppliers for material supply.

Drought and Water Shortage

Descriptions and Impacts	Management Measures
<p>The high global temperatures due to climate change is increasing the vulnerability to drought, particularly in a hot and humid climate like Thailand. This elevates the risk of drought, which may impact the Company's operations, including construction sites, office buildings, industrial facilities, or residential buildings that rely on water resources. Additionally, tenants or customers of the Company may also experience consequences from water shortage which could lead to their operational disruption. Potential conflict with surrounding communities over competition for water source is also a risk that can impact the Company's reputation and revenue.</p>	<p>The Company utilizes the Leadership in Energy and Environmental Design (LEED) standard to design its building, which comprises criteria on water conservation such as selecting water-saving fixtures, or growing drought-resistant plants in project areas to minimize water usage. Additionally, the Company built water storage wells on project sites to harvest rainwater for further use and recycled treated wastewater for irrigation. Moreover, the Company draws water from multiple sources to diversify the risk associated with relying on a single water source.</p> <p>Furthermore, the Company conducts Environmental Impact Assessments (EIA) to assess the environmental conditions in construction areas and strictly operates in compliance with the specified measures. The Company annually assesses the risk of water scarcity in all areas using the Aqueduct Water Risk Atlas platform, and reviews outcomes to further develop initiatives and preventive measures. The Company also conducts public participation to seek for feedback to analyze impacts from its operations on the community and environment.</p>

Health Impacts on Employees due to Heat Stress

Descriptions and Impacts	Management Measures
<p>Climate change-induced extreme heat poses a direct impact to the health of workers, especially those in construction sites where prolonged exposure to varying and elevated temperatures is unavoidable. This may lead to increased body sensitivity to weather and temperature fluctuations, affecting the workers' health and their work efficiency. Failure to address the health and well-being of workers and staff could potentially impact revenue and the Company's reputation.</p>	<p>The Company has implemented policies to look after the health and well-being of employees and workers to enable them to work efficiently and safely. This includes conducting occupational health and safety risk assessment, attend to employees' workstations, and ensuring immediate basic first aid protocols for incidents. Additionally, occupational health and safety measures are conducted, including regular inspections of environment and equipment safety conditions at construction sites and other work areas to ensure standardized and safe working conditions for all employees and workers. Furthermore, the Company implemented management process and responsive measures in case of accidents or unforeseen events. Rigorous health and safety risk assessments are conducted across all work scenarios, accompanied by proactive measures for risk mitigation and prevention. Furthermore, the Company also conducts regular communication to enhance employees' knowledge of the potential health impact from hot weather. Example of topics communicated in 2023 were on heat stroke, and how to maintain one's health during summer, etc. In addition, the Company also offers annual medical check-up for employees.</p>

Climate Change Transition Risks

Descriptions and Impacts	Management Measures
<p>The escalating concerns surrounding climate change have attracted attention from both the public and private sectors, both domestically and globally. This has prompted the government to be more aware of the risks and the potential impacts associated with climate change. The government may implement measures to control the emissions of carbon dioxide and other greenhouse gases (GHG), such as introducing a Carbon Tax or an Emission Trading System. These measures can affect both the Company and its business partners, in terms of increased operational costs.</p>	<p>The Company is expediting plans to integrate climate risk assessment into operations of all business units, so that climate-related impacts will be reviewed in the event that the government introduces measures to control carbon or other GHG emissions. Currently, the Company has collected and analyzed its greenhouse gas emissions footprint to develop reduction initiatives. GHG reduction will help mitigate potential impacts on business operations in the event of enforcement of carbon taxes or other legal changes.</p> <p>In 2023, the Company has prepared a report in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. This TCFD report discloses an overview of the Company's approach to climate change management for investors who are portraying increased interests on climate change issues.</p>

National Director Conference 2023: Delivering "Net Zero" Together

On 23 July 2023, a director attended the National Director Conference 2023: Delivering 'Net Zero' Together. The event was organized by the Thai Institute of Directors and focused on providing knowledge related to climate change, including strategies for achieving 'Net Zero' goal and sustainable organizational management and future investments. It also covered the concept of climate change management for various types of businesses, as well as the specific role of the Board of Directors in driving organizations to achieve net zero emissions goal. Furthermore, the conference provided an opportunity for organizations in different sectors to exchange knowledge to strengthen their long-term resilience, promote responsible use of natural resources, and reduce greenhouse gas emissions. The director's participation in this training event is important as climate change was identified as one of the Company's risk factors. Knowledge gained from this course can directly support the Board of Directors in developing strategies that are suitable for managing climate change risk.

ESG Risk Adaptation

On 12 September 2023, the Company conducted a training course on ESG risks for employees. The objective of this course is to enhance employees' knowledge and understanding on sustainability-related risks in today's context, enabling participants to be well-informed and equipped to adapt to various risk scenarios. A total of 546 employees participated in the training, and the post-training assessment revealed that there was a 45% increase in knowledge among employees. It received a Net Promoter Score of 56.41%, which indicated that employees will recommend this course to others. The contents of this training course were also communicated to executives to further enhance their understanding on ESG risks.



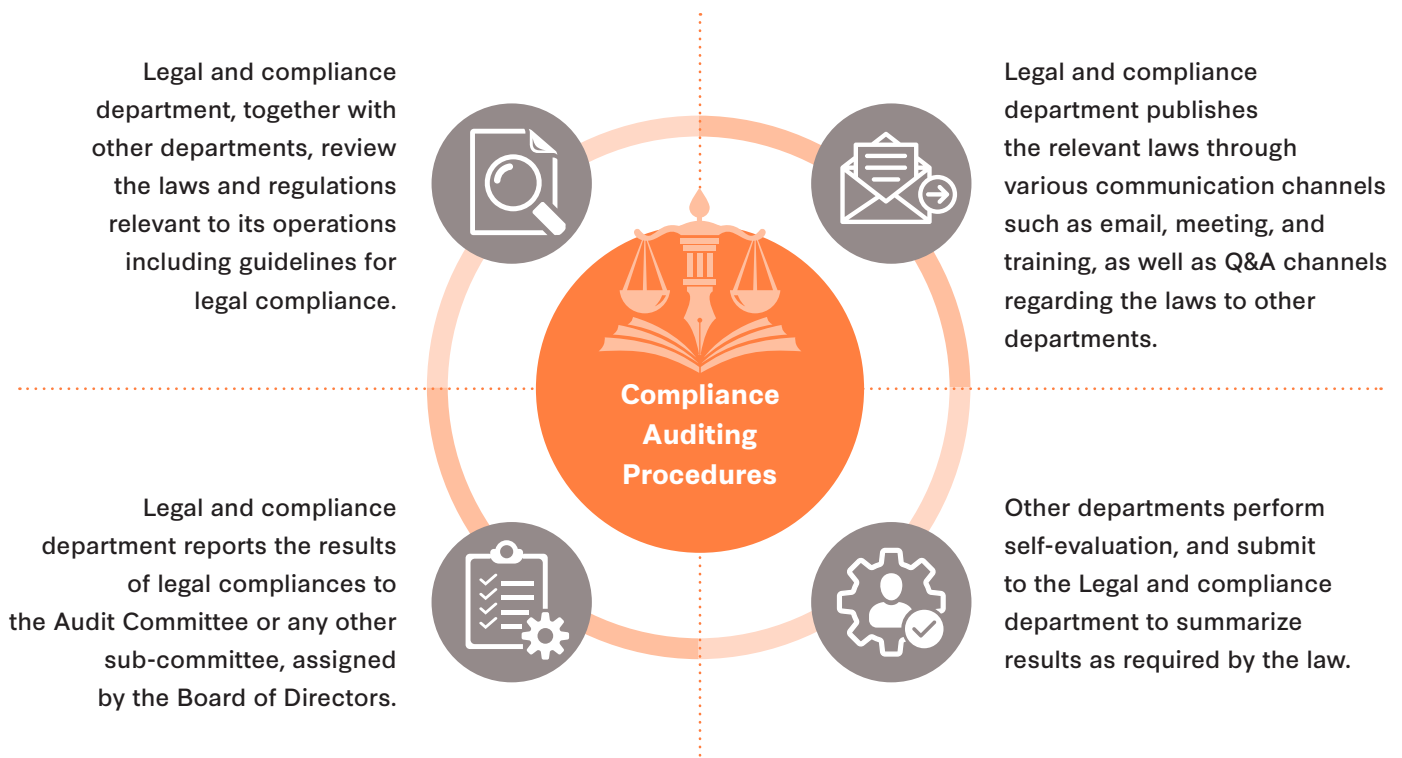
ESG Risks Assessment Training

The Country Management Committee and relevant support functions attended a training session on ESG risks that was facilitated by consultants. The content of the training focused on sustainability-related risks such as risks that are imposed by international standards, risks that are benchmarked against peers, and other related risks that are significant to the Company's business. Knowledge gained from this training course will serve as a crucial input for developing a robust risk management plan in 2024. The training was facilitated over 2 hours, and a total of 55 participants attended.



Regulatory Compliance

The Company has developed a Regulatory Compliance Checklist to ensure that its business operations comply with both national and international laws and regulations. The Legal and Regulatory Compliance department is responsible for collecting and reviewing assessment information from all departments and presenting it to the Company's Audit Committee in accordance with good corporate governance principles. The checklist has helped employees to learn about the relevant laws and regulations that govern the Company's operations, as well as understand the principles of proper conduct in compliance with good corporate governance.



Information, Cybersecurity and Privacy Protection

Target

- Elevate the security and stability of IT systems within the organization, as well as protect personal information and data

Key Performance 2023

- Performed penetration test and vulnerability assessment on IT systems
- 1,743 employee training hours on cybersecurity

The Company has implemented policies governing information technology (IT) systems, cybersecurity, and privacy data in accordance with legal frameworks such as the Cybersecurity Act and the Personal Data Protection Act B.E. 2562 (2019). The Company has appointed a Cybersecurity Committee and a Data Protection Officer, entrusted with the responsibility of overseeing the Company's operations to ensure compliance with legal requirements. These measures were taken to enhance the efficiency of managing information systems and enhance personal data protection.

To proactively address the risks associated with cyber threats and potential leaks of personal data, the Company has elevated the security level of its information system by developing guidelines and implementing various protection measures aligned with the IT Infrastructure Library (ITIL) and ISO 27001 standards. Additionally, disaster recovery exercises and vulnerability assessment were conducted annually by external parties. The exercises portrayed no significant data loss. In 2023, there were no cases of breach of information security or other cybersecurity incidents that resulted in damage to data or data leakage.



ความปลอดภัยเริ่มต้นด้วยตัวเรา

1. ไม่เปิดอีเมลที่สงสัย, ไม่แชร์รหัสผ่านกับผู้อื่น
2. ระมัดระวังการเข้าใช้ Wifi ในที่สาธารณะ
3. ระมัดระวังในการคลิกลิงค์ที่ไม่แน่ใจ
4. อุปกรณ์มือถือหรือโน้ตบุ๊กส่วนตัว ควรต้องมีโปรแกรมแอนติไวรัส และควรอัปเดตอยู่เสมอ
5. ระมัดระวังในการดาวน์โหลดหรือติดตั้งแอปบนอุปกรณ์มือถือหรือโน้ตบุ๊ก
6. ระมัดระวังและหลีกเลี่ยงการใช้งาน Flash Drive ร่วมกับผู้อื่นและควรสแกนไวรัสทุกครั้งเมื่อใช้งาน
7. ข้อมูลสำคัญควรจัดเก็บไว้ในอุปกรณ์หรือที่ปลอดภัยและมีการสำรองข้อมูลอย่างสม่ำเสมอ
8. พนักงานควรตระหนักถึงความปลอดภัยของข้อมูลเป็นสิ่งสำคัญ และทุกคนเป็นส่วนหนึ่งของการสร้างความปลอดภัยในองค์กร

Information Technology – Frasers Property Thailand

The Company has undertaken continuous efforts to enhance awareness of cybersecurity and data privacy among employees. This includes training new employees about cybersecurity during orientation and sharing knowledge through email communications. These initiatives are aimed to keep employees informed about cybersecurity threats and the risks associated with data leakage. In 2023, employees received a total of 1,743 hours of training on cybersecurity and 1,139 hours of training on data privacy laws.

Responsible Investment

(GRI 3-3)

As a committed leader in conducting business sustainably, the Company places a strong emphasis on creating value through responsible investments. This involves integrating sustainability factors into the decision-making process for both investment and asset management. This comprehensive approach extends from sourcing green capital for project development and business growth to a dedicated consideration of sustainability issues throughout the design, construction, and management

phases of a building. The Company places a significant importance on adhering to national and international green building standards to ensure that its operations are environmentally and socially friendly. This commitment not only builds confidence among customers and various groups of stakeholders, but also serves to reduce long-term management costs for the organization.

Target

- 100% of new buildings are certified with green building standards
- 80% of existing buildings are certified with green building standards by 2024

Key Performance 2023

- Two new projects received green building certification in 2023
- 62% of all assets are certified against green building standards¹

The Company is committed to developing high-quality, safe, environmentally friendly, and socially responsible property that is resilient to climate change impacts and responds to customer needs. Therefore, since 2021, the Company has mandated that 100% of its new project developments are to align with both local and international green building standards throughout land acquisition through to project design and construction phases. Such green building standards include the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED), the International Finance Corporation's Excellence in Design for Greater Efficiencies (EDGE), and Thai Green Building Institute's Thai's Rating of Energy and Environmental Sustainability (TREES). This commitment also ensures compliance with various local laws and regulations that govern building design and construction. These green building standards reviews environmental aspects and resource conservation such as renewable energy use, reduction in water usage, selection of eco-friendly materials, and minimization of both indoor and outdoor pollution throughout the project's lifecycle. The Company

strategically selects locations for its projects that are easily accessible and have minimal impacts on the surrounding environment. Furthermore, the Company is working to attain green building certifications for existing buildings to instill confidence in customers and tenants that its buildings have a positive impact on the environment, communities, and society. In addition, the Company has established comprehensive guidelines to effectively communicate key details and features of its products and services, emphasizing the quality, safety, and environmentally and socially friendly attributes to customers through various channels, including advertising and multiple contact points.

The Company aims to renovate existing buildings following green building standards. Collectively, the Company has set an ambitious target for all buildings within its operations to comply with green building standards, with a minimum attainment of 80% by 2024. A total of 23 buildings have successfully attained green building certifications, and 19 buildings are currently undergoing the certification process.

¹ Properties under commercial and industrial property business units only.

LEED Green Building Certification

LEED certification is a symbol of environmental achievement. It certifies green buildings with a comprehensive approach on environmental management throughout building design, construction, operation, and maintenance. LEED standard considers five criteria as follows.

Sustainable Sites

The building is located in an area with good transportation infrastructure and has pollution prevention measures during construction

Water Efficiency

The building implements water conservation measures, such as the use of water-saving sanitary facilities or the recycling of water for reuse

Energy and Atmosphere

The building reduces energy consumption and incorporates renewable energy systems, such as the use of solar energy

Materials and Resources

The building has a resource management system, such as recycling construction waste, opting for construction materials made from recycled materials, and using locally sourced materials to reduce pollution from transportation

Indoor Environmental Quality

The building manages indoor air quality by installing a ventilation system to circulate purified air within the building

Presently, the Company has a total of 17 buildings that have received LEED certification.



EDGE Green Building Certification

In 2023, the Company's Ready-Built factory, a 2,275 m² total area sized factory located in Laem Chabang Industrial Estate Chon Buri, was renovated, and received EDGE certification by the Green Business Certification Inc. (GBCI). EDGE requires a minimum projected reduction of 20% in energy use, water use, and embodied carbon in materials as benchmarked against a standard local building. The factory outperformed such criteria in all three dimensions as highlighted.



25%

Energy Reduction

Reduced energy usage by 25% through the installation of LED bulbs and roof insulation and repainting of the factory with a light, non-heat-absorbent color to reflect sunlight and insulate the building.



69%

Water Reduction

Achieved a 69% reduction in water usage by replacing sanitary fittings with water-saving alternatives.



63%

Embodied Carbon Emissions Reduction

Achieved a 63% reduction in embodied carbon emissions by upgrade building from utilizing construction materials with lower embodied energy.

Obtaining certification from global standards such as EDGE serves as a strong affirmation of the Company's ability to mitigate environmental impacts through effective building management, and reduce operational costs which delivers substantial advantages to both customers and building users. Moreover, the Company is pursuing the goal of renovating existing factory-warehouse to meet evolving customer requirements in accordance with green building standards. The goal is to increase green building certified areas from 500,000 m² to 2 million m² by 2026.



AEI Plus B1.9/1



Residential Property Design

In the pursuit of delivering best living experiences to customers, the Company upholds high standards in the design and construction of homes that foster happiness and sustainability. Throughout the construction process, the Company conducts assessments to minimize environmental impact, including the selection of water and energy-saving products and fittings, design layouts while considering wind and sunlight directions to mitigate heat and conserve energy. Solar roofs are installed to promote the adoption of renewable energy. Additionally, the Company also prioritizes the health and safety of residents by opting for paints that are free from harmful chemicals, and employing prefabricated walls to minimize dust.



A man and a woman are walking along a paved path in a lush, green park. The man, wearing a red t-shirt with 'FRASERS PROPERTY THAILAND' printed on it and dark pinstriped trousers, is holding a tablet and looking at it. The woman, wearing a light-colored button-down shirt and grey pinstriped trousers, is walking beside him, looking at the tablet with a smile. The background is filled with tall, slender trees and dense foliage, creating a serene and natural setting.

Consuming Responsibly

Materials and Supply Chain

(GRI 3-3)

Sustainable business operations require collaboration among various stakeholders, business partners, and suppliers across the supply chain. The Company places significant emphasis on supply chain management, covering the entire process of product procurement and supplier engagement. This involves ensuring a safe production process and procuring raw materials and products adhering to quality standards and environmental responsibility. The selection and management of suppliers integrate considerations of environmental, social, and governance factors to mitigate risks associated with potential

negative impacts. These include environmental concerns relating to suppliers with high greenhouse gas emissions, regulatory risks arising from non-transparent supplier selection, and supplier risks related to human rights violation. Additionally, the Company is dedicated to enhancing the capabilities of its suppliers to prevent the aforementioned risks that may cause business disruptions and negative impacts on the Company's reputation. This approach enables both the Company and suppliers to effectively address customer needs and engage in sustainable business practices together.

Target	Key Performance 2023
<ul style="list-style-type: none">• All key suppliers have signed the Responsible Sourcing Policy and surpassed sustainability training by 2030• 20% of key suppliers have received sustainability training by 2023	<ul style="list-style-type: none">• 18.36% of key suppliers signed acknowledgement to the Responsible Sourcing Policy• 21.4% of key suppliers received sustainability training

In addition to the established Business Code of Conduct (for Business Partners and Lessees) and Supply Chain Management Policy, the Company has introduced the Responsible Sourcing Policy (RSP) to complement its commitment to effective supply chain management. Every new supplier will be informed on the Company's policies, which cover environmental, social, and governance aspects including business ethics, environmental impact management, human rights related issues such as labor rights, child labor, and occupational health and safety. These policies provide a comprehensive framework for suppliers across all business groups in the Company. Moreover, the Company has also consistently trained ESG knowledge to suppliers since 2021.

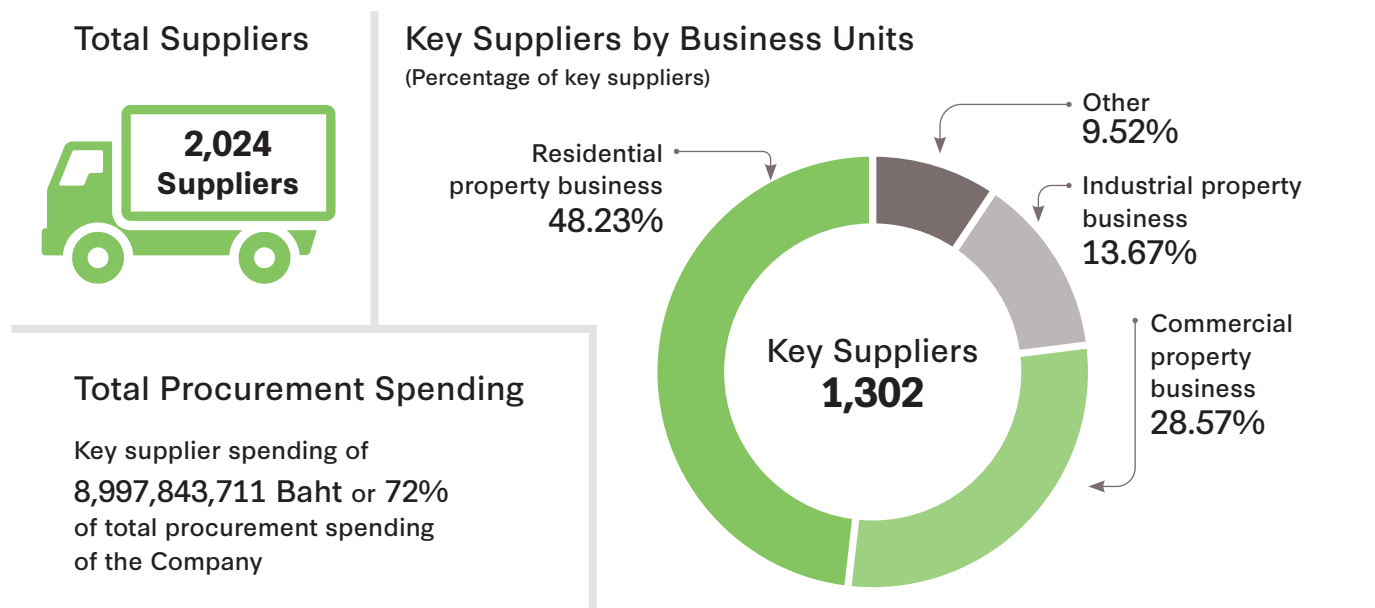
In addition, the Company actively promotes green procurement where the criteria for selecting construction materials is based

on green label certifications. The Company emphasizes the importance of using materials that contain recycled components and have low volatile organic compounds (VOCs). This approach not only contributes to waste reduction during construction but also minimizes water and energy consumption and promotes safety for customers' health. As the Company is committed to attaining green building certification for all newly constructed properties, thus it upholds such green building standards as a criteria for supplier selection. These criteria include selecting construction materials from suppliers that are environmentally friendly and safe for occupants, and prevent impacts to the environment and communities from construction activities. This robust selection approach ensures that suppliers can align with the specified criteria, standards, and adhere to the Company's Responsible Sourcing Policy.

Supply Chain Management Process

1. Supplier Screening	2. Supplier Analysis	3. Monitoring and Corrective Measures
<ul style="list-style-type: none"> The Company evaluates and inspects the credentials of suppliers, considering general information such as experience, pricing, and expertise, alongside legal compliances All new suppliers are obligated to acknowledge and comply to the Business Code of Conduct, as well as the Responsible Sourcing Policy. Furthermore, they are required to undergo training in sustainability practices The Company evaluates the sustainability practices of new suppliers, encompassing environmental, social, and governance dimensions through a self-assessment questionnaire Registration of business partners as part of supplier vendor 	<p>Identification of key suppliers based on the following criteria:</p> <ul style="list-style-type: none"> Suppliers with significant expenditure Suppliers providing continuous products and services Suppliers serving as manufacturers of essential components or holding a non-substitutable position within the supply chain 	<ul style="list-style-type: none"> Evaluate compliance with Business Code of Conduct and the Responsible Sourcing Policy for the purpose of formulating appropriate corrective measures Provide channels for filing complaints in instances of ethics violations, supported by a structured process for receiving and resolving cases

Moreover, the Company assesses key suppliers in sustainability aspects via the Vendor Sustainability Assessment Survey (VAS). This assessment aims to ensure suppliers' adherence to legal requirements, sustainability principles, and the Company's Responsible Sourcing Policy on environmental, social, and governance risks. The VAS evaluates suppliers on business operations, business ethics, environmental management, health, safety, and workplace well-being, human rights, and labor management, as well as performance monitoring and reporting.



Supplier Conformance with VAS Criteria

Total 239 suppliers that underwent VAS and signed RSP in 2023



Selecting Environmentally Friendly Products

The Company is aware of the environmental impact arising from its business operations resulting from construction or other activities. Consequently, the Company has implemented measures to select materials with minimal environmental impact, aiming to reduce the overall carbon footprint of the organization. For instance, the Company opted for hydraulic cement over conventional cement (Portland cement) as it can reduce upstream greenhouse gas emissions. Hydraulic cement utilizes alternative materials instead of clinker, which traditionally requires incinerating process. The substitution of hydraulic cement not only contributes to environmental preservation but also enhances durability, strength, and fluidity of constructed buildings. In the preceding year, the residential business group procured 62,687 cubic meters of precast concrete exclusively containing hydraulic cement, constituting 100% of the total volume of cement used. This equates to approximately 22,567 tons of hydraulic cement, which can help reduce greenhouse gas emissions by 1,174 tCO₂e.



Utilizing Energy Recovery Ventilator Technology

The Company installed Energy Recovery Ventilators (ERVs) at its residential properties. The ERVs facilitate the exchange of heat and humidity through interior exhaust ventilation while bringing in fresh air from external environment. This process not only contributes to temperature balancing within the room but also mitigates energy loss by tempering the incoming air from outside. To enhance the proficiency of operators and supervisors in adhering to installation guidelines, precautions, and equipment maintenance, the Company conducted a comprehensive training session for relevant personnel on ERV installation on 17-18 August 2023. This training was attended by 115 supervisors and 50 contractors.



Sustainability Training for Suppliers

The Company organizes sustainability training for suppliers on environmental, social and governance topics. This initiative serves as a platform for effective communication and knowledge exchange concerning sustainable business practices with the Company's business partners. The training modules emphasize critical aspects such as product design and environmentally conscious procurement, energy and carbon management, waste management, water management, biodiversity, human rights, safety, health, and well-being.

Furthermore, the program extends to the development of skills and leadership, community relations, anti-corruption measures, maintenance of customer confidentiality, fair treatment of business competitors, and adherence to the Conflicts of Interest Policy. The training also addresses procedures for whistleblowing or reporting unfair practices. In 2023, 278 suppliers actively participated in this sustainability training program.

SX Sustainability Expo 2023: The Largest Sustainability Exhibition in ASEAN

In alignment with the United Nations Sustainable Development Goals framework and to articulate the organization's environmental, social, and governance aspirations to external stakeholders, the Company has participated in the SX Sustainability Expo 2023 at the Queen Sirikit National Convention Center which was held under the theme "Innovation for Better Community". The Company has showcased projects with outstanding sustainability performance, both domestically and internationally, as well as communicated its goals and action plans towards achieving its net zero carbon target. In addition, the Company also introduced One Immersive Pavilion which highlighted intricate details of the One Bangkok project through an immersive experience to provide visitors with an engaging, beautiful, and realistic learning experience. The exhibition also showcased technologies and innovations that were used to help strengthen the Company's sustainability performances, reduce environmental impacts, and create spaces that deliver good experiences to all stakeholders. Additionally, the Company also communicated its goal to attain green building certifications such as LEED or WELL standards. In 2023, suppliers were invited to attend this event to understand the sustainability commitments of the Company as well as of other companies that attended the exhibition. This collaborative effort facilitated the dissemination of information on sustainability management, encouraging suppliers to integrate these principles into their own organizational frameworks.



Biodiversity

(GRI 3-3, 304-1, 304-2, 304-3, 304-4)

The Company is dedicated to minimizing business impacts on the environment, ecosystem, and biodiversity as they are essential for the processes that support all life on Earth. Due to urban expansion and industrial growth, the Company is aware of the potential adverse impacts on the biodiversity that may be imposed by its business activities. Destruction of the ecosystem can lead to certain species extinction and cause effects on human health and well-being. Consequently, the Company has

established a comprehensive biodiversity risk assessment to implement management approach, guidelines, and measures. Biodiversity-related risks associated with land acquisition for project development through to the design, construction and operational phases of a building are assessed. The Company is committed to promoting positive impacts on biodiversity, ensuring that its projects coexist harmoniously with the environment, ecosystem, and surrounding communities.

Target

- No new projects that are located within designated natural conservation areas
- Incorporate green spaces in new projects, ensuring a minimum allocation of 10% of the development area each year ¹

Key Performance in 2023

- There were no new projects that are located within designated protected natural areas
- Achieved a total green space coverage of 17% in the new projects developed in 2023¹
- The number of trees planted in new development projects¹ exceeded 1,200 trees

The Company prioritizes biodiversity management across its entire business value chain as per stipulated in the Environment, Energy, Social, and Biodiversity Management Policy. During land acquisition, the Company adheres diligently to the urban plan law of each province to ensure no encroachment or prevent development of projects in unsuitable areas. Additionally, Environmental Impact Assessment studies are conducted to affirm that the developed projects do not infringe upon or locate in natural protected areas², nor presence of rare biological resources or endangered species that are economically significant or requires conservation within the vicinity the projects. The assessment is also conducted to prevent any biodiversity-related risks associated with project development

and renovation, which is required as per relevant regulations enforced by the Ministry of Natural Resources and Environment. The Company implements the established mitigation measures throughout project development and operational phases. These measures manage issues that could impact the biodiversity and ecosystem of the area such as air quality, noise, vibration, water quality, and human use values. Moreover, the Company has established guidelines for selection of construction materials that are supplied by a source that is legal, safe and conscious to environmental protection, and reduces greenhouse gas emissions. Concurrently, the Company also fosters awareness among employees and stakeholders regarding the potential impacts of business activities on the biodiversity.

¹ Only applicable for Residential Property Business

² A natural conservation area means national park area, conservation area, and animal sanctuaries according to the announcement of the relevant government agencies, as well as UNESCO World Heritage Sites, conservation areas under the Ramsar Convention on Wetlands, protected areas under the International Union for Conservation of Nature (IUCN Protected Area Category), and High Conservation Value Area (HCV)

Under the residential property business, the Company endeavors to augment green spaces within its project areas, where the conceptual framework is outlined as follows.



Green Moves - Grow for the Growth Phase 3

In a collaborative effort to cultivate awareness regarding environmental concerns and advocate for sustainability, the Company initiated a tree planting activity on 21 April 2023, in honor of the annual Earth Day (April 22). A total of 54 customers and 44 organization employees participated in the activity by planting 45 rubber trees within Frasers Property Logistics Park Wang Noi 2. This activity not only fosters environmental consciousness but also makes tangible contributions to the reduction of Particulate Matter (PM) 2.5, reduce greenhouse gas emissions and increase green spaces within industrial area. This is the third consecutive year that the Company has initiated this activity.



Energy and Carbon

(GRI 3-3, 302-4, 305-5)

The current pace and severity of climate change occurrences are attributed to the rapid increase in greenhouse gas emissions resulting from energy and fuel consumption. This global predicament causes erratic weather conditions, global warming, floods thus lead to potential impacts on the economy, environment, and society associated with the well-being of communities, customers, partners, and various stakeholder groups. Furthermoer, climate change impacts may cause asset damage which alternatively leads to potential business disruption and impacts to revenue and reputations. The Company

is aware of such issues, Acknowledging the urgency to manage climate-related issues, the Company is committed to responsible business practices which involves effective energy conservation, promotion of renewable energy usage, and reduce greenhouse gas emissions throughout the value chain, from project construction to service provision. Additionally, the Company encourages stakeholders throughout the value chain to actively contribute to the ongoing reduction of greenhouse gas emissions.

Target	Key Performance 2023
<ul style="list-style-type: none">• Become a net-zero carbon organization by 2050• Reduce greenhouse gas emissions across Scopes 1, 2, and 3 by 9.3% and 42% by 2023 and 2030, respectively (2021 baseline)• Reduce electricity consumption intensity by 9.3% and 42% by 2023 and 2030, respectively (2021 baseline)	<ul style="list-style-type: none">• Greenhouse gas emissions across scopes 1, 2, 3 reduced by 10.46% against 2021 baseline, and 6.69% compared to 2022• Electricity consumption intensity reduced by 1.52% against 2021 baseline, and 16.01% compared to 2022• Renewable energy consumption 48.37 MWh, equivalent to greenhouse gas reduction by 24.18 tCO₂e

The Company developed a comprehensive Environmental, Social, Energy, and Biodiversity Management Policy, which provides a structured framework for efficient energy consumption. This strategic approach extends to establishing a plan aimed at reducing greenhouse gas emissions across residential, industrial, and commercial business groups. The Company places importance in energy management and conservation in designing and construction of all new projects in accordance with the green building standards. Additionally, the Company has initiated the use of renewable energy to save operational costs and drive the organization to achieve a 42% greenhouse gas emissions reduction by 2023 (baseline 2021) and to become

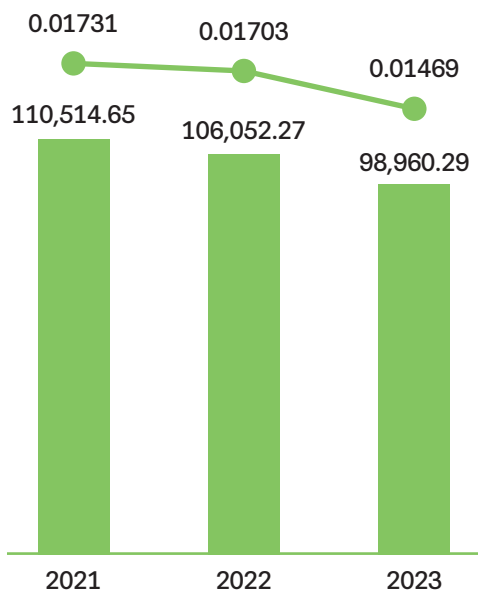
a net zero carbon organization by 2050 in line with the Science Based Targets Initiative (SBTi). The Company appointed ESG BU Representatives in each business group on 15 October 2022 upholding duties to set sustainability goals, drive initiatives, monitor progress, and report sustainability development outcomes to the Company’s Sustainability Department and executives. ESG BU representatives work in conjunction with the building management team in each project to promote energy conservation and environmental management as required by relevant regulations including electricity, water, air, waste, etc. Furthermore, prepare energy management reports for relevant governmental agencies.

Energy Efficiency Management

The Company systematically records energy consumption data and conducts regular inspections of various instrument to prevent damage that may lead to unnecessary energy use, such as energy leakage. These recorded energy data are further analyzed by the Company to develop plans and initiatives for energy conservation such as by using energy saving materials and by collaborating with business partners to support projects aimed at reducing energy consumption across relevant sectors. Furthermore, the Company also aspires to adopt technological advancements into business operations to enhance the energy use efficiency in buildings and projects. Complementing these efforts, the Company is committed to investing in renewable energy sources, particularly solar energy, to diminish reliance on fossil energy as it is a significant contributor to global warming. This investment aligns with the Company's goal of continuous energy management and the ongoing reduction of greenhouse gas emissions.

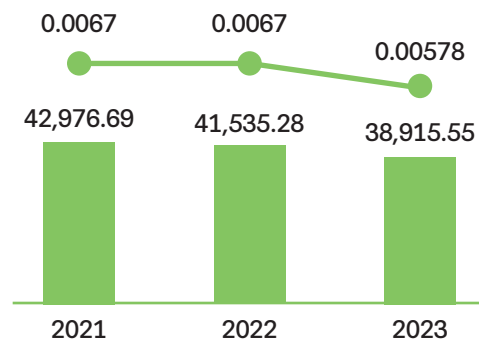
Greenhouse Gas Emissions

(tCO₂e)



Electricity Consumption

(MWh)



Renewable Energy 2023

(MWh)

Commercial Properties	Industrial Properties	Total
14.94	33.43	48.37

—●— Greenhouse gas emissions intensity (tCO₂e/ m²)

Solar Rooftop at Samyan Mitrtown

In 2023, the Company made an investment in installing a 40-kilowatt solar rooftop at Samyan Mitrtown. The installed solar panels generated 54,000 kilowatt-hours of electricity per year, resulting in substantial cost savings of 270,000 Baht on electricity expenses per year. This initiative is equivalent to greenhouse gas emissions reduction by 27,000 tCO₂e.



* Scope 3 is inclusive of greenhouse gas emissions associated with Category 3, 5, 7 and 13 only.

Solar Roof Package

In May 2023, the Company offered a promotion deal on solar panel installation for customers purchasing single-detached houses. This solar roof package encourages customers to use renewable energy and take part in reducing greenhouse gas emissions. Through this deal, the Company was able to install a total of 15 kilowatts of solar panels for participating customers.



Energy Management System Software

The Company adopted the energy management system software to oversee the electricity usage of utility systems within Samyan Mitrtown. This software effectively controls the energy demand to ensure that it does not exceed specified limits. In instances of elevated energy demand, the software promptly shuts down utility equipment, and will automatically reinstate operations when the system returns to normalcy. This technological intervention contributes to a substantial reduction in electricity consumption, amounting to 145,157 kilowatt-hours. Consequently, this translates to a reduction in electricity costs of 725,785 Baht in 2023. This achievement corresponds to a reduction of 72,563.98 kgCO₂e, which supports the Company's commitment to sustainable energy practices and carbon footprint mitigation.



LED Bulb Installation Project

In response to potential environmental impacts stemming from its operations, the Company has initiated the replacement of light bulbs in factories and warehouses with LED bulbs since 2022. Demonstrating a steadfast commitment to sustainability, the Company is actively progressing towards replacing all conventional light bulbs with LED alternatives. In 2023, the Company successfully replaced over 8,000 light bulbs that encompasses 106 buildings, spanning an area exceeding 360,000 m² or constituting approximately 35% of the total area of assets in portfolio. Customers from previous installations indicate positive feedback as LED bulbs demonstrate a longer lifespan than traditional counterparts and emit less heat, thereby lowering internal temperatures within buildings. This transition contributes to a significant reduction in electricity costs, estimated at up to 40%, equating to a yearly reduction of more than 5,357 tCO₂e for customers.



Installation of Solar Panels in Warehouse Buildings

The Company has initiated a goal to install solar panels with a cumulative production capacity of 3 megawatts by 2023. The industrial property business has successfully achieved this goal by installing solar roofs at 8 distinct warehouse buildings, total production capacity of 2.9 MW. This performance significantly contributed to augmenting the Company's reliance on renewable energy sources. The installed solar panels generated 3,900,000 kilowatt-hours of electricity per year, which is equivalent to greenhouse gas emissions reduction of 1,950,000 kgCO₂e per year.

Total Installed : 2.9 MWp



**BP2-BTS W8
998kWp**



**BP6-W1
400kWp**



**BP2-W10/3
78kWp**



**BP7-Jasper W1,W2
260kWp**



**BP6-W2
500kWp**



**BP2-W10/3
40kWp**



**WN2-W19
380kWp**



**BP7-Jasper W3
240kWp**

Waste

(GRI 3-3, 306-1, 306-2)

Real estate industry is one of the sectors that generates significant amount of waste, arising from construction to management of buildings and properties. The Company is attentive to waste management throughout the business value chain as it acknowledges that resource use inevitably leads

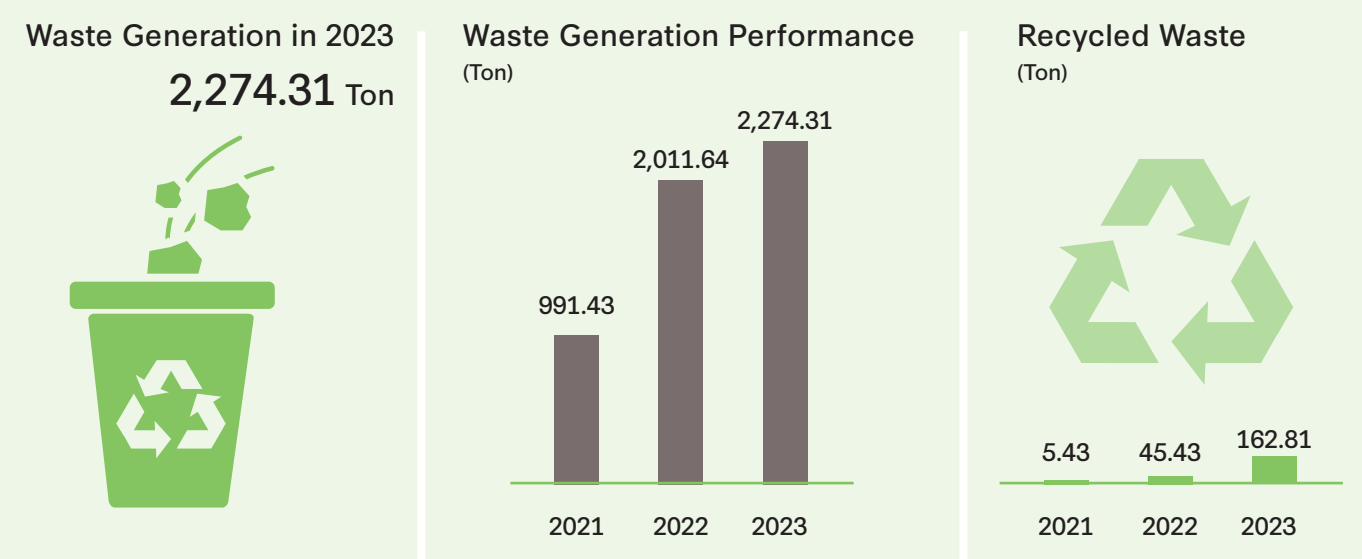
to waste generation, which may cause potential harm to the environment if not managed effectively. The Company is committed to resource conservation to preserve the environment, comply with relevant legal requirements, and reduce operational costs associated with waste management.

Target	Key Performance 2023
<ul style="list-style-type: none">Reduce waste intensity by 9.3% by 2023 and 42% by 2030 (2021 baseline)Increase recycle waste volume to 15% and 35% of total generated waste by 2023 and 2030, respectively	<ul style="list-style-type: none">162,806.73 kilogram waste recycled equated to 7.16% of total waste generation (2,274.31 ton)¹

The Company manages waste from business operations in accordance with Environmental, Energy, Social, and Biodiversity Management Policy. The Policy states requirements for the Company to conserve resource use and reduce waste generation following the principles of Reduce, Reuse, and Recycle (3Rs), and to comply with relevant regulations to minimize environmental impact throughout its value chain. The Company appoints responsible personnel from each business unit to be accountable for collecting, tracking waste related data and initiating waste management plans. Additionally, the Company also emphasizes on promoting a corporate culture on waste management, and engaged with various stakeholders such as employees,

customers, communities, and society, to understand effective waste management through training sessions, activities, and projects.

In 2023, the Company is committed to effectively manage waste from business operations, construction activities, and waste generated from customers or tenants of the buildings. General waste is managed and disposed of by licensed waste collectors such as the local district office. Furthermore, the Company also practices waste segregation for recycling or other use such as selling food waste to farmers for producing animal feed or being processed into compost, etc.



¹ Common areas of residential and industrial business units only.

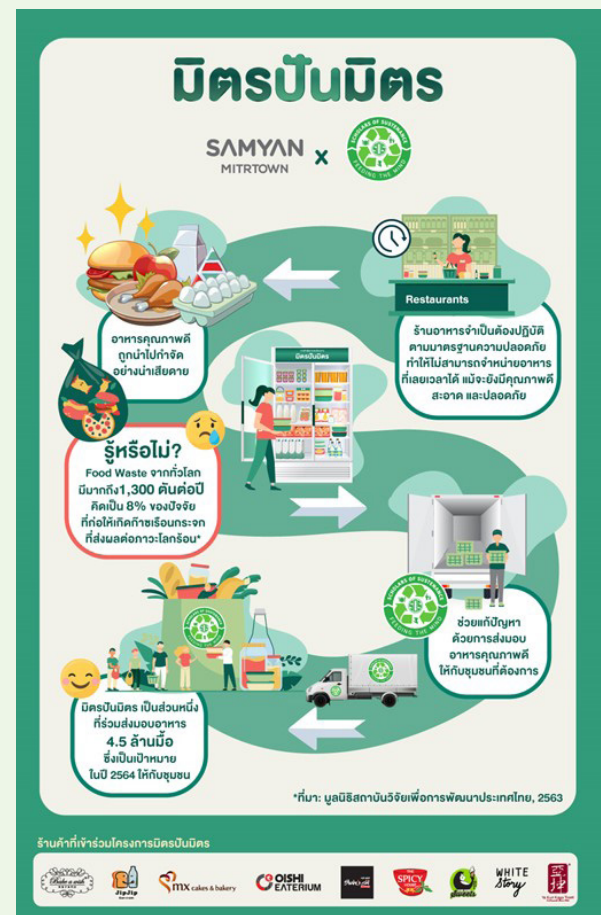
Waste Sorting Better

The Waste Sorting Better project was initiated to enhance waste management practices for the industrial property business. In 2023, waste sorting points were designated at 5 industrial properties including Frasers Project Property Logistics Center (Wang Noi), Frasers Project Property Logistics Park (Bangna 1), Frasers Project Property Logistics Center (Rojana, Ayutthaya), Frasers Project Property Logistics Center (Bang Phli 1), and Frasers Project Property Logistics Park (Laem Chabang 2). The project's outcome resulted in 6,515.9 kilograms (accumulated from October 2022 - June 2023) of recycled waste. Additionally, visible signs were installed for customers to communicate and foster their knowledge on waste segregation and sustainable environmental management.



Mitr Pan Mitr

The Company aspires to derive value from food surplus through partnerships with affiliated stores in Samyan Mitrtown and the Scholars of Sustenance Thailand Foundation (SOS), or the "Food Rescue Foundation". This collaborative effort involves donating remaining food, which is still of high quality, safe for consumption, and nutritionally rich, to the foundation for redistribution to those in need. This initiative serves the dual purpose of minimizing food wastage while optimizing the utilization of food surplus. In 2023, a total of 264 meals or 554 kilograms of food were donated.



Tips for Trash

The Company initiated the “Tips for Trash” activity from 20-30 September 2023 at five office buildings including Park Ventures Ecoplex, Sathorn Square, FYI Center, Mitrtown Office Tower, and Silom Edge. The objective of this activity was to promote tenants and the public on proper waste segregation and to increase the volume of recycled waste generated at each building. Through this activity, the Company was able to provide knowledge about the current environmental issues and waste segregation in a “clean and dry” manner to prepare waste for further recycling. The activity focused on sorting five types of waste including 1) PET plastic bottles, 2) aluminum cans, 3) glass bottles, 4) hard plastic, and 5) stretched plastic, as they can be recycled if separated and managed properly. In addition, the Company also established a designated area for accepting plastic water-bottle cap donations at the lobby at these five buildings under the Separate and Exchange campaign. These donated caps will be further recycled to make tables and chairs for schools in rural areas. Donors were informed that these caps must be cleaned and dried through thorough washing and drying prior to donation. Furthermore, donors can retrieve cash vouchers for every donated 20 caps to purchase drinks from stores in the building with a condition that they must bring their own cups as a means to reduce plastic usage. These activities led to a 50% increase in recycled waste at the buildings, which complements the Company’s goal to involve customers, tenants and the public in reducing environmental impacts and waste recycling.



ReBOX Campaign

Consumers’ behavior changes towards increased online shopping have increased the amount of waste generation from packaging materials such as boxes, envelopes, and paper. Recognizing the significance of this issue, the Company initiated the reBOX campaign, which aimed to responsibly collect and recycle waste from shipping parcels. The collected materials are upcycled into useful items such as desks, chairs for schools, or paper-beds, and subsequently distributed to various foundations and charities to benefit those in need. This initiative aligns with the United Nations Sustainable Development Goal (UNSDGs) Target 11 for Sustainable Cities and Communities. The campaign was conducted from 15 July - 30 September 2023 across 5 office commercial buildings, namely Park Ventures Ecoplex, Sathorn Square, FYI Center, Mitrtown Office Tower, and Silom Edge, which have more than 20,000 customers and users. The Company designated collection points near service lift for donations of boxes, envelopes, and paper which will then be picked up by the Thailand Post. The outcome of this activity resulted in a collection of more than 400 kilograms of recycled waste, exceeding the target of 200 kilograms. In addition, this activity also helped raise awareness among tenants to recognize the importance of waste segregation particularly boxes, envelopes, and paper where tenants may further initiate relevant campaigns within their own organization.



Water

(GRI 3-3, 303-1, 303-2)

Water is a fundamental resource for survival and the societal ways of life. Therefore, sustainable water conservation and management is an imperative practice to preserve such resource for succeeding generations. Additionally, water is a crucial resource for business operations as it is integral to every activities from construction to building management. The

Company prioritizes water stewardship and conserving water resources by using it efficiently, and strictly adhering to relevant laws and regulations to mitigate the risk of water shortages and prevent discharge of untreated wastewater into water ways, which may lead to potential dispute with stakeholders and associated legal consequences.

Target

- Reduce water consumption intensity by 9.3% within 2023, and 42% by 2030

Key Performance 2023

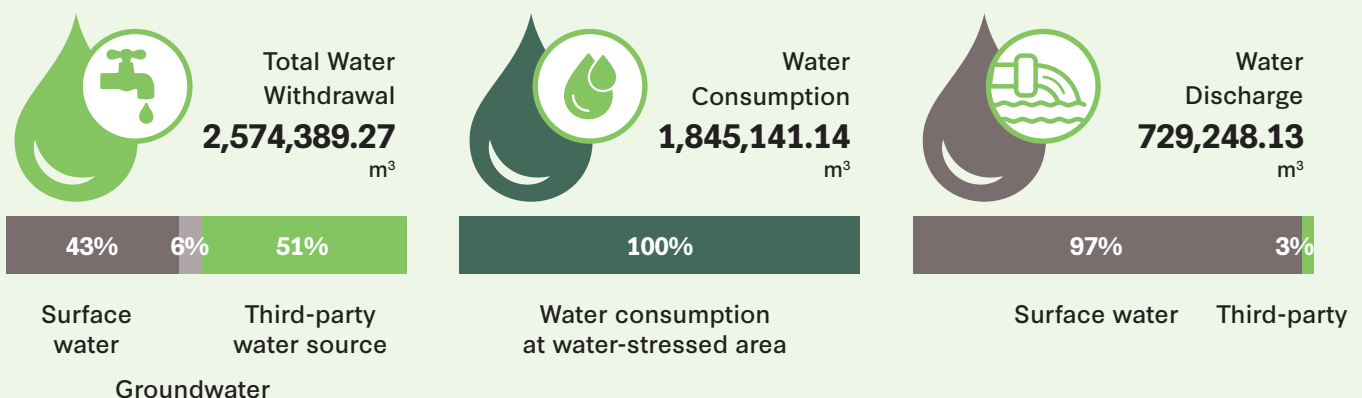
- Water consumption intensity at 0.38 m³/m²
- Water recycled/reused of 556,910.57 m³

The Company established the Environmental, Energy, Social, and Biodiversity Management Policy, which covers water management to ensure stringent adherence to legal requirements while aiming to care for, protect, and conserve water resources. This is conducted by adopting green building standards into property design and construction, materials and instrument selection and by adhering to the 3Rs principles—Reduce, Reuse, and Recycle. The Company implemented various water-saving measures, such as opting for water-efficient fixtures, and recycling wastewater for irrigation and cleaning construction sites. Furthermore, the Company also conducted a comprehensive water-stress assessment for all project locations using the

Aqueduct Water Risk Atlas platform, where results are reviewed annually. The assessment outcomes are analyzed to implement appropriate water management measures to prevent potential conflicts with local communities that also use water from the same source.

The Company oversees, manages, records, and compiles data on water usage across all business groups. Wastewater quality is also monitored regularly to ensure compliance with relevant laws prior to discharging into public water ways. These water management performances are further analyzed to establish initiatives to enhance water efficiency in the future.

Water Resource 2023



The Company conducts routine inspections of water systems to ensure their operational functions, including water supply systems, water pipes, and wastewater treatment systems, and conducts regular maintenance of all equipment to prevent potential risks such as water seepage or leaks.

Water Management in Building Design

The Company integrates green building standards as criteria for constructing buildings, which includes the selection of water-saving fixtures to minimize water consumption within the project area. The criteria for building design are outlined as follows.

- In residential properties, water-saving fixtures should account for no less than 70% of the overall number of instrument used. Prior to handover of houses, the Company must conduct a water flow-rate test on fixtures such as toilets, sinks, and showers against both the green label and Thai Industrial Standards (TIS).
- For industrial and warehouse properties, the Company has been adopting green building standards by selecting water-saving fixtures for all new projects that were constructed since 2021. This initiative has resulted in an average of 58% water saving benefits for tenants.
- The Company selects drought-tolerant plants at common green areas within residential and commercial properties. For example, Samyan Mitrtown was able to reduce 53% of water required for irrigation.
- When designing a building, the Company will consider implementing water reuse measures, such as providing rainwater storage ponds in residential properties, reusing wastewater from houses for plant irrigation, or reusing water in utility systems. For example, Samyan Mitrtown reuses treated condensate water for gardening activities.

Water Reuse

In 2023, the Frasers Property Logistics Park Bangna 1 project changed its sprinkler system and reused treated water for irrigation within the project to reduce water consumption. Similarly, the residential property business implemented water management measures by using harvested rainwater from storage ponds and household wastewater to irrigate trees across various project areas. These measures helped reduce 556,910.57 m³ of water withdrawal from various sources.





Focusing on People

Community Connectedness

(GRI 3-3, 203-1, 203-2, 413-1, 413-2)

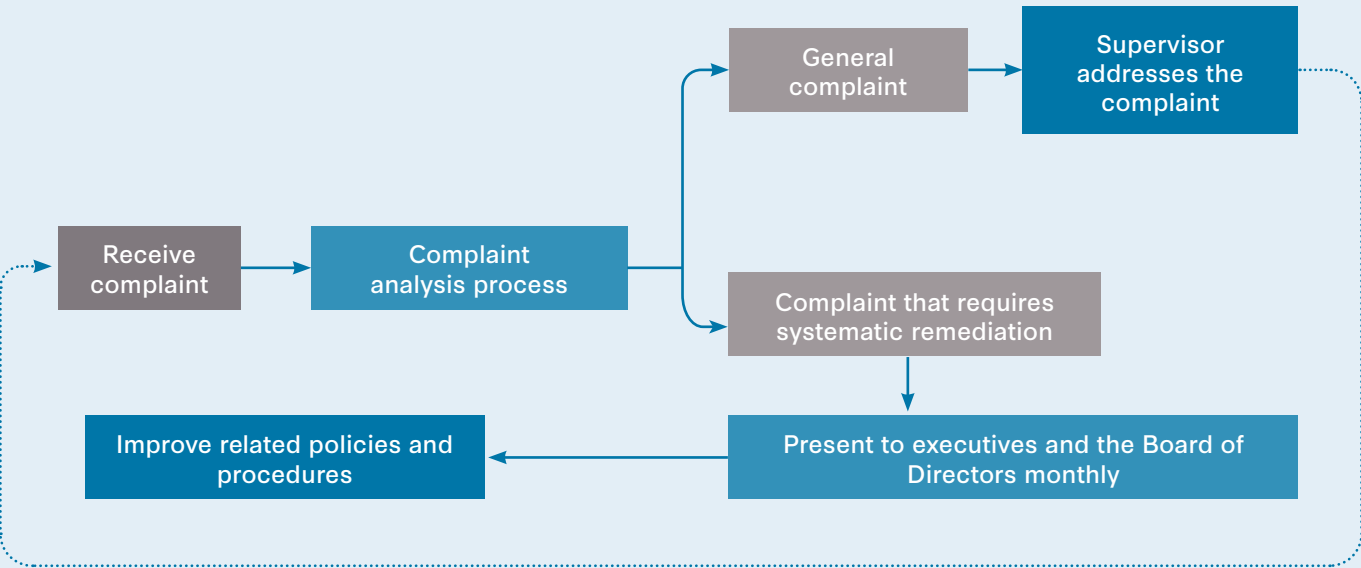
The Company is aware of the potential social and environmental impacts of its operations, such as noise and air pollution from construction activities or the health and safety effects from building management that may be imposed upon surrounding communities. As a result, the Company places importance on community engagement, as they are considered as a key stakeholder group to the organization. The Company aspires to care for communities that reside near the vicinity of its projects to secure good relationships and to address their concerns

effectively. The Company is committed to building sustainable communities and to enhancing their livelihoods through various initiatives. Through effective customer relationship management, the Company is determined to provide products and services that align with consumer needs and to maintain high customer satisfaction scores. All in all, these measures will establish long-term relationships where both the Company and its customers can prosper together steadily and sustainably.

Target	Key Performance 2023
<ul style="list-style-type: none"> 1,000 hours of employee volunteering activities in 2023 The total blood donation to the Thai Red Cross Society amounted to 3 million cc in 2023 Customer satisfaction score over 80% 	<ul style="list-style-type: none"> 2,905 hours of employee volunteering activities Total blood donation accumulated of up to 4,460,200 cc since 2020 85.78% customer satisfaction score

The Company has established an Environmental, Energy, Social, and Biodiversity Management Policy that includes measures to promote the development of communities surrounding its building properties. It stipulates a management approach for community engagement and measures to receive and address stakeholders’ opinions and concerns throughout all activities under the business value chain from construction to building

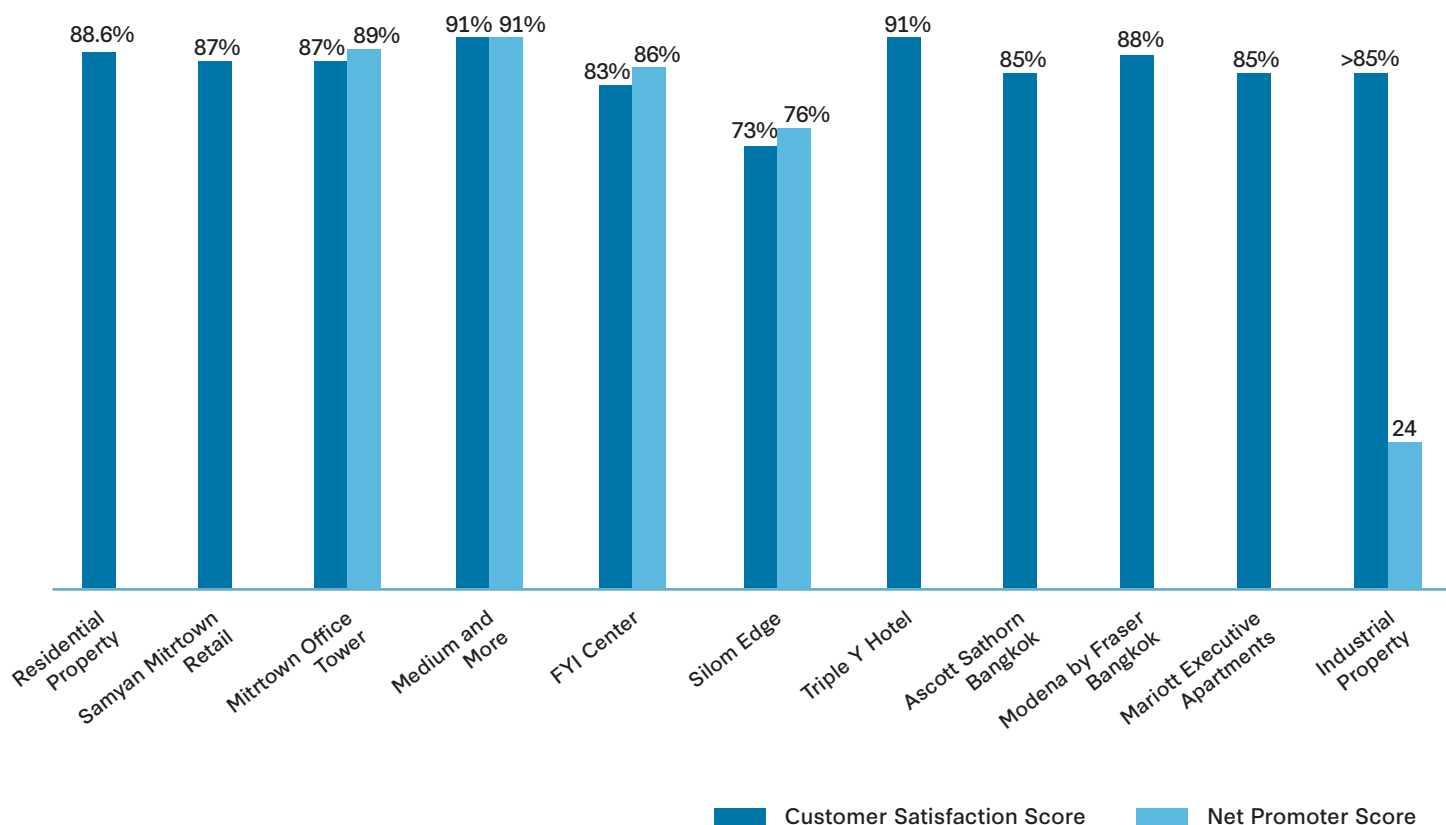
management. Additionally, the Company promotes social development initiatives, including the preservation and revival of local cultures, customs, and traditions, and raises employees’ awareness through various volunteering activities. The Company regularly discloses and communicates the outcomes of its efforts in community and social development to all stakeholders on an annual basis.



Complaint Management Process

The Company conducts community impact assessment on various aspects due to business activities starting from project construction phase such as the water or electricity consumption, safety, and traffic congestion. Remediation measures against these impacts are implemented, as per stipulated by relevant laws and regulations. Customers, tenants, and the communities can contact the Company or report complaints through various provided channels including phone calls to the building management office, Facebook and other related applications. In the event where a complaint is received, the Company has in place a comprehensive process to remediate the risks and impacts to the communities and public and prevent potential conflicts with stakeholders. An accountable staff or supervisor will be appointed to oversee the complaint management process and remediation measures. In addition, the Company has a designated department that is responsible for regular communication and interactions with the communities to closely monitor their needs, concerns and gather suggestions

for continual improvements. The Company aims to resolve concerns and address the needs of the community, public as well as customers as they are a crucial stakeholder group to business operations. By that, the Company is committed to effective customer relationship management to ensure satisfaction and deliver ultimate experiences to customers, which will in turn contribute as a long-term benefit to the organization. For instance, the Company waived parking fees for complainants who cannot leave the commercial building due to heavy rain, floods or traffic congestion. The Company regularly conducts customer and tenant satisfaction surveys to gather their feedback, needs, and concerns regarding its products and services. The outcomes of the survey will be reviewed and analyzed to further develop strategies for improving products and services that better meet customer and tenant needs. In 2023, the Company achieved a customer satisfaction score of 85.78%, surpassing the set target of 80%.



Through collaboration with both the public and private sectors, the Company has initiated various activities to improve livelihoods, and provide knowledge, employment, and opportunities to generate a consistent income for communities. The Company aims to build a resilience where the community can sustainably develop and prosper together with the Company.

Samyan CO-OP Learning Space

The Company offers a learning space, Samyan CO-OP, for community development. Samyan CO-OP is located at Samyan Mitrtown, which is at the city center adjacent to subways and educational institutions. It promotes education by offering spaces for the youth and public to access free of charge. Through collaborations with diverse organizations, the Company organized a total of 115 learning activities in 2023 where there were over 5,950 participants. Some notable workshops conducted include 1) Data in Science, 2) Goodnote Workshop, 3) SX Talk: Social Enterprise, 4) Tutoring Co-Op, 5) Workshop Master Alice, 6) Tutor for Achieving Japanese Scholarships and 7) Mindfulness Space: Meditation through Art. Samyan CO-OP has a social return on investment (SROI) of up to 3.5 times on the investment.

A total of 30,401 registered members at Samyan CO-OP



64.59% of the registered members are students



Blood Donation

In 2023, the Company continued the blood donation activity at Samyan Mitrtown for the third consecutive year. The Company collaborated with the National Blood Center, Thai Red Cross Society, with the objective to support patients in need and contribute blood supply to the national blood reserve. The activity provided an opportunity for employees, customers, and tenants at Samyan Mitrtown to contribute to this meaningful cause. Employees volunteered to provide relevant information regarding blood donation to interested donors such as the eligibility criteria for donation, and pre-and-post donation guidelines. Furthermore, the Company expressed gratitude to blood donors by offering tokens of appreciation to acknowledge their generosity. Since 2020, the Company has successfully collected a cumulative total of 4,460,200 cc of blood for the National Blood Center, Thai Red Cross Society through this project.



FPIT Give Love: Back to School

On 26 May 2023, the Company organized the “FPIT Give Love” activity for the third consecutive year to sustainably foster and develop surrounding communities. This year’s event took place at Wat Nongkhaem School in Chonburi province, which is located near Frasers Property Logistics Park Laem Chabang 2, with the objective to enhance students’ knowledge on school safety, fire prevention, and effective waste management practices. With this, the Company donated 10 fire extinguishers, 20 gallons of alcohol, and established waste sorting points within the school. Furthermore, the Company provided water filters and Reverse-Osmosis water dispensers, along with educational and sports equipment, as well as supported lunch for 750 teachers and students during the event.



Hello Hab-Re

In collaboration with the Pathumwan District Office, Samyan Mitrtown reinforced its vision of being a creative place for people of all ages by allocating space in the shopping center to support small and street vendors, offered community products, and provided opportunities for low-income individuals to sell their products at no cost. The provided spaces were well-organized, clean, safe, and accessible for communities, which also helped promote local economic activities. From 1 February 2023 to 31 August 2023, a total of 42 small-scale retail shops participated in this activity, where a total of 440,000 Baht of opportunity cost throughout the entire duration was supplemented by the Company. Furthermore, this initiative has generated 9,486,600 Baht of public relations value.



Health and Well-Being

(GRI 2-30, 3-3, 201-3, 401-2, 403, 416-1)

Occupational health, safety, and work environment are considered one of the most important matters in human resource management since all employees and contractors are the key performers of business operations. Hence, the Company emphasizes creating and maintaining high well-being standards, as well as managing sufficient occupational health, safety, and the workplace environment for employees, contractors, and all stakeholder groups. This is to proactively reduce potential risks and impacts on stakeholders, such as work-related injuries or illnesses of employees and contractors, which may in turn cause operational disruptions and have negative impacts on the Company’s reputation and associated costs.

Occupational Health and Safety

To become a zero-accident organization, the Company established a Safety, Occupational Health, and Working Environment Policy, and safety guidelines for employees and contractors. These policies were developed in accordance with various relevant standards, requirements, laws, and regulations, including the safety, occupational health, and working environment management system standards by the Institute for the Promotion of Occupational Safety, Health, and Environment (Public Organization) (TOSH-OSHMS: 2019), the Occupational Safety, Health, and Environment Act, and the Ministerial

regulations which prescribe requirements for occupational safety, health and environment in workplace and for construction work. The Company monitors and evaluates its occupational, health and safety performances, reviews relevant policies and guidelines annually, and communicates these policies to all employees and external stakeholders. In the preceding year, the Company conducted training sessions on safety and sustainability related policies for contractors and service providers through online channels, where there was a total of 12 participating companies and 21 attendees.

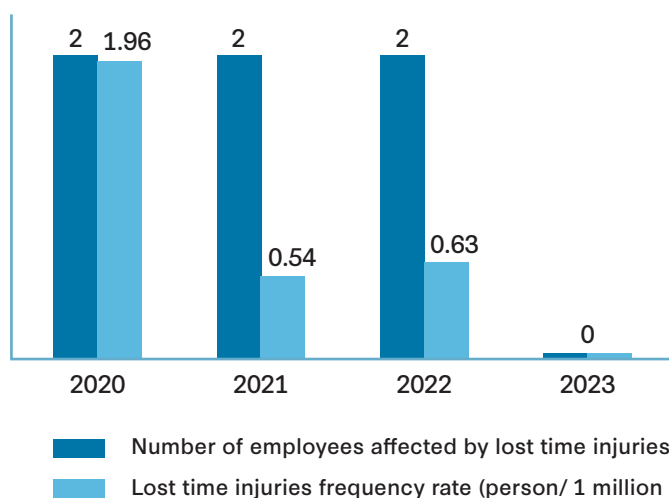
Target	Key Performance 2023
<ul style="list-style-type: none">• The Company is committed to become a zero-accident organization• Employee satisfaction score not less than 65%	<ul style="list-style-type: none">• Zero severe injury and fatality of employee and contractor• Employee satisfaction score of 66%

An Occupational Health, Safety, and Environment Committee was appointed to be responsible for the planning and development of safety and occupational health management measures. The committee conducts monthly meetings to monitor safety performance and quarterly reports its findings to both the Risk Management Committee and the Corporate Governance and Sustainable Development Committee.

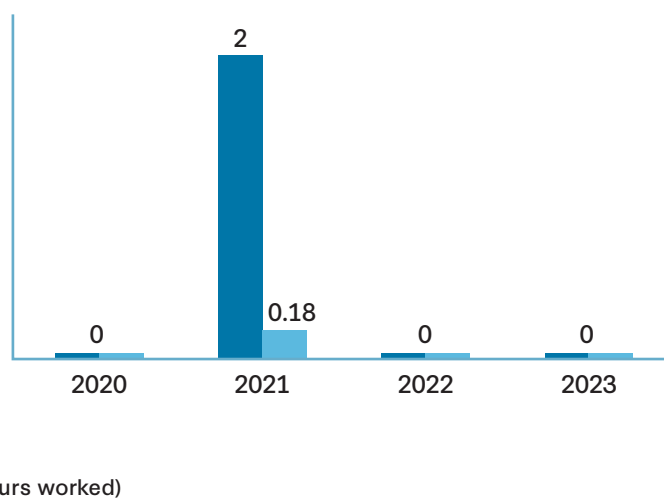
Furthermore, the Company has developed a comprehensive hazard identification and assessment process for occupational health and safety risks using the Job Safety Analysis tool. This systematic approach assesses risks across diverse activities, considering the specific areas and working environments of both employees and contractors, to determine preventive and control measures based on the identified risks following Hierarchy of Controls method. Additionally, the Company has established manuals that outlines the safety instructions related to various aspects, including electrical work, epidemic protocols, fire safety regulations, etc., ensuring that all operators are well-informed and strictly adhere to the safety requirements.

The Company emphasizes eliminating and controlling the risks of accidents by maintaining appropriate and safe workspaces and working environments. This includes provisions of infirmaries and medical equipment within the workplace, along with personal protective equipment. Supervisors and responsible individuals will be assigned to oversee and control operations following strict adherence to safety measures and guidelines. Regularly monitoring of operators, work environment and inspection of instrument are conducted. Supervisors hold the authority to stop work if risks related to the working conditions or on how operators perform work are identified. Additionally, a Near Miss Form is provided for employees to report safety concerns and offer suggestions for operational improvements through the Suggestion Box on the FPT Intranet. The responsible party will then investigate and address reported complaints, ensuring confidentiality for the complainant. Corrective action plans will be further communicated to notify complainants regarding the outcomes of the investigations.

Lost Time Injuries (Employee)



Lost Time Injuries (Contractor)



As everyone is accountable to create a safe workplace, the Company aims to promote a safety culture among employees, partners, contractors, and other operators or individuals through various projects and training programs that are specifically on occupational health, safety, and workplace management to raise awareness across the entire workforce. Supervisors play an important role in overseeing the work practices of employees and other stakeholders to ensure their safety at every stage of operations. The Company also conducted training need assessment to identify specific

courses based on the nature of work and employee job positions such as safety officer course for supervisory or management level, occupational safety, and health course for staff, and the 5S course for workplace hygiene. The outcomes of these training programs are evaluated to enhance the training curriculum continually. Additionally, safety-related information is communicated to relevant individuals through various channels, including email, FPT Intranet, Line Openchat, etc.

Working at Heights for Operators

The Company provided a comprehensive training course to increase operators' knowledge, understanding, and skills required for safety when working at heights. This course trained participants in their roles and responsibilities when working at heights, along with the correct and appropriate use of safety protection equipment. In 2023, the course accommodated a total of 55 participants, each undergoing a practical test after the training and successfully passed the test.



Firefighting Training and Fire Evacuation Drills

The Company acknowledges the importance of knowledge and understanding for managing fire incidents, including firefighting and evacuation procedures. Consequently, this training was provided to cultivate employee proficiency in fire extinguishing techniques and emergency evacuation procedures. In 2023, three training courses were conducted with a total of 182 participants. All participants successfully passed the practical test administered at the end of each training session.



First Aid Training

As first aid can reduce the severity of accidents and potential losses, the Company conducted a first aid training course for employees to enhance their knowledge and skills required to provide prompt and correct assistance to attend to injured or ill individuals. Additionally, the training provided basic resuscitation skills to ensure that participants can keep the injured person out of danger before being sent to the hospital. A total of 51 participants attended this training program in 2023.



Promoting Employee Well-Being

Employees' well-being is also prioritized at the Company as it considers both the workplace safety and the promotion of physical and mental health. The Company provides health checkups prior to employment and annual health assessments. The Company conducts annual monitoring of the brightness intensity within employees' workstations to ensure a suitable

condition is met to prevent adverse effects on employees' health. Additionally, ergonomics and office syndrome trainings are regularly organized to mitigate health risks associated with work. The Company encourages employees to express their opinions and interests on health-related training courses to ensure that the training programs are tailored to meet their needs.

How to Be Happy at Work

The Company recognizes the significance of mental health issues as it can also cause health problems. Under current circumstances, many individuals may face mental health issues without being aware of them. Consequently, the "How to Be Happy at Work" initiative was organized in collaboration with mental health experts to create knowledge and understanding for employees to be able to manage their emotions and stress appropriately while increasing their

awareness of their emotions. This helps build strong mental health and motivation for work, which can ultimately improve their work productivity. In 2023, two training courses were held on 1) Emotional Awareness and 2) Mindfulness. A total of 1,376 employees participated, with an impressive response where over 97% of employees were satisfied and would recommend this course to their colleagues.

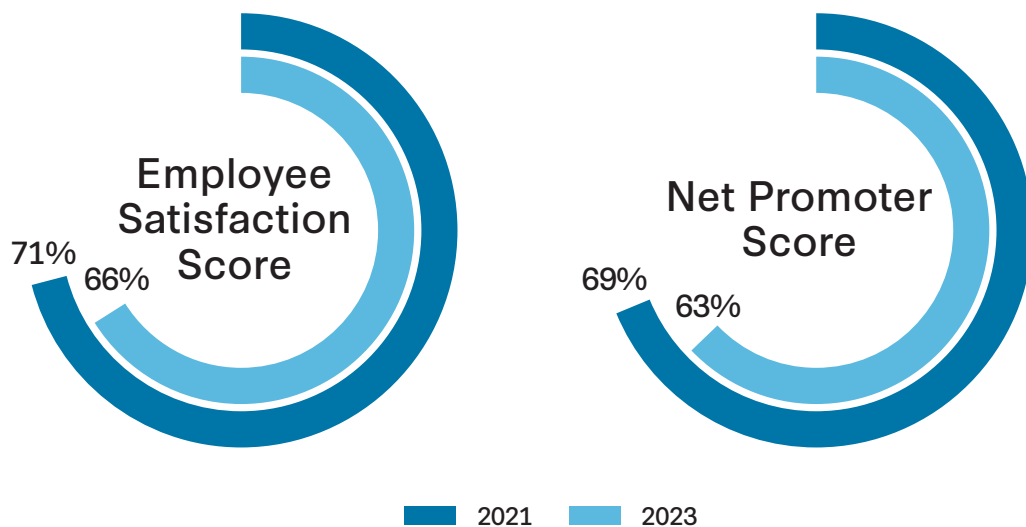
Office Syndrome Assessment with Physiotherapists



Office Syndrome is a common symptom among office workers who work in front of a computer for several hours, which can lead to accumulated pain in muscles and bones. To address this concern, the Company has facilitated sessions with physiotherapists to provide knowledge for employees on the prevention and treatment of office syndrome, including details of the correct work postures in accordance with ergonomic principles to mitigate the risk of muscle and bone injuries. In 2023, a total of 200 participants participated in this activity.

Employee Engagement Survey

In accordance with Frasers Group's policy, the Company has engaged a consulting firm to undertake a Culture Survey every 2 years to reflect employees' opinions towards the organization. In 2023, the survey was conducted during May - June 2023. The survey was completed by 1,221 respondents or equivalent to 78% of total employees (a slight decrease of 1% from 2021). The outcomes of the survey are as follows.



The results of the survey were reported to executives and communicated to all employees. Moreover, the outcomes will be further analyzed to develop improvement measures such as implementation of strategies that align with corporate goals, refining managerial perspectives, prioritizes to listening and employee engagement, enhance branding that instils employee pride about the organization, human capital development, outlining employee career pathways, and enhance satisfaction on welfare benefits. Results of the Culture Survey 2023 will be incorporated as part of the upcoming year's business plans to ensure that employees' needs are met.

Since 2022, the Company has appointed a Welfare Committee to oversee various employee benefits and welfare programs.

The welfare benefits for employees include discounts on the Company's products, and flexible provident fund arrangements where employees can select their preferred rates and the Company will contribute corresponding amount in accordance with related policies. The amount that the Company contributes to provident fund will increase following the employee's tenure. Provision of provident funding for employees allows financial security and ensures savings for retirement plans. Employees can engage with the Welfare Committee to negotiate about welfare benefits and corporate rules that affects the employees. The Welfare Committee oversees management over 100% of employees to ensure comprehensive deliberations on employee benefits.

Product Safety and Quality

The Company is aware that property development can pose potential impacts to stakeholders. By that, the Company is committed to elevating the quality and safety standards of its products and services to promote the health and well-being of the community within the area. This is conducted through adherence with various local and international building standards and relevant laws and regulations for building design and construction.

The Company conducted Environmental Impact Assessment study for relevant properties as per stipulated by related laws and implemented management measures to prevent safety impacts and promote consumer well-being. Examples of measures undertaken include selection of construction materials that considers the health and well-being of residents, effective waste and wastewater management, reduce air pollutions

generated from construction activities, conduct air quality monitoring within properties to ensure strict compliance to regulatory thresholds, and monitoring and preparing building management reports as mandated by the law. The Company appointed a designated department to uphold duties for overseeing construction and develop inspection checklist covering safety, well-being, construction materials and project location aspects to ensure that its buildings meet the specified quality and safety standards prior to handover to customers. In addition, the Company provided various channels for customers, community, or stakeholders to report any opinions or complaints regarding product safety and quality. Examples of these channels are through phone calls to the project management team, Facebook and other relating applications, etc.

Indoor Air Quality Control

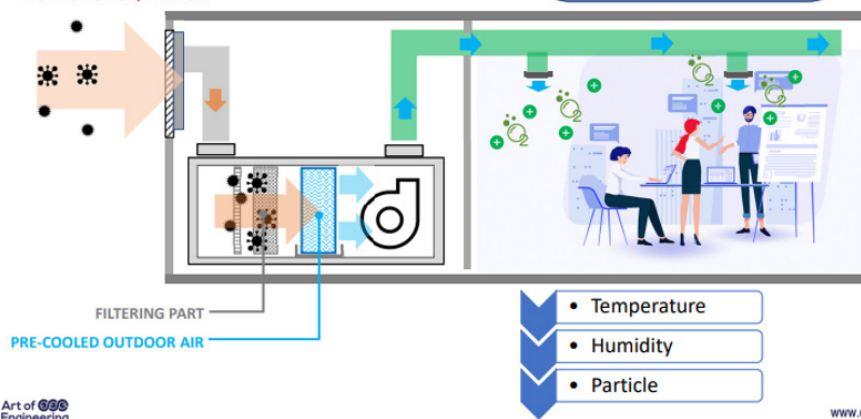
Indoor air quality is crucial since contaminated or poorly ventilated indoor air can have adverse effect of occupants' health. Therefore, the Company uses Indoor Air Quality monitoring system and installed air filters to remove particulate matters or dust from the air such as MERV13 and MERV 8 at Samyan Mitrtown, FYI Center, and Park Ventures Ecoplex. Moreover, the Company also adopted the Dedicated Outdoor Air System, which functions to deliver fresh air from outside into the building to enhance ventilation, increase oxygen levels, and reduce carbon dioxide concentrations while controlling appropriate indoor temperature and humidity levels for that specific area.

AIR CONDITIONING SYSTEM

DOAS SYSTEM and FAF

OUTDOOR AIR HAS **GOOD OXYGEN**

BUT CONTAIN
HIGH TEMPERATURE
HIGH HUMIDITY
HIGH POLLUTION/ PARTICLE



Diversity, Equity & Inclusion

(GRI 2-23, 2-24, 3-3, 401-2, 405-1)

Human rights are fundamental rights and freedoms inherent to all human beings that should not be deprived or restricted based on factors such as gender, beliefs, religion, ethnicity, or other traits. The Company acknowledges that its business operations are both directly and indirectly associated with stakeholders, such as employees, communities, and society. Thus, the Company is committed to prioritizing human rights

management in business conduct to prevent violations or infringing upon the rights of any individual. If a company neglects to manage human rights effectively in its business operations, then various negative consequences can be imposed which may harm corporate reputations, lose stakeholders' trusts and ultimately impacting the overall organization in the long-term.

Target

- Zero complaint related to discrimination and harassment

Key Performance 2023

- No significant complaints regarding human rights violation

The Company believes that diversity and equality with no discrimination on gender, age, race, nationality, physical traits, culture, beliefs, or backgrounds offer diverse perspectives and opportunities, which will enable the organization to become a leading real estate company that respects fair human rights. Therefore, the Company has established a Human Rights Policy that the Board of Directors, executives, and all staff must abide by across the entire business value chain. This Policy ensures that business operations adhere with relevant regulations and standards as stipulated by the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The principles include elimination of child labor and forced labor, discrimination prevention, implementation of transparent recruitment process where clear duties and qualifications are defined, and promotion of fair compensation that takes into account the responsibilities of each role, experiences and capabilities of employees without discriminating against other factors or violate human rights.

To ensure fair compensation, the Company has adopted a 360-review performance appraisal approach and evaluated employees' performances based on key performance indicators (KPIs). These indicators include corporate KPIs, behavior-based

KPIs, and individual job-related KPIs that are defined together between employees and supervisors to ensure they are measurable and related to job descriptions. Regular performance evaluation occurs every six months through the FPT ME system by normal distribution of grades A-D, and the results are used for considering salary adjustments, compensation, and promotions. Furthermore, the Company reviews its compensation structure to ensure competitiveness in the labor market as well as to attract and retain talents. Additionally, the results from the employee satisfaction survey are used to develop programs tailored to their needs, foster both the physical and mental well-being of employees, and ensure sufficient employee benefits. For instance, flexibility in working hours to meet employees' work-life balance needs, training programs to enhance essential skills, or conducting periodic reviews of salary structures, benefits, and other compensations to align with benchmarked compensation outlook.

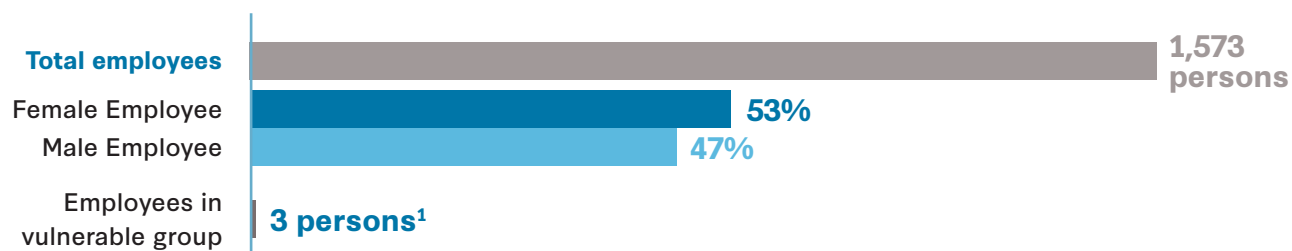
In terms of hiring, the Company has practiced non-discriminatory and inclusive employment, providing equal opportunities to all applicants regardless of gender, age, social status, disabilities, or other factors. In 2023, the Company's workforce is outlined as follows.

Job Role	Goals			Competencies		
	Weight Score	% of BSC Alignment	% of Functional Goals	Weight Score	Mid-Year Competency Score	Final-Year Competency Score
Chief Level (CCEO)	100	100%				
Chief Level (BU's CEO)	100	100%				
Chief Level (CFO & CDO)	100	100%				
Head of Division	50	20%	80%	50	25	25
Head of Department	60		100%	40	20	20
Head of Section	70		100%	30	15	15
Team Lead	70		100%	30	15	15
Individual Contributor	80		100%	20	10	10

Performance Evaluation Criteria 2023 through FPT ME

Employee Hiring in 2023

Employee Diversity



Employment Type

Top Executive



Middle Executive



Junior Executive



Officer and Supervisor



Employee by Geography

Total
5 nationalities

Thai, Singaporean, Japanese, Burmese,
and Taiwanese

The Company has communicated to enhance employees' knowledge and understanding of human rights, ensuring that everyone is aware of the fundamental human rights in the workplace to reduce the likelihood of violations both within and outside of the organization. Additionally, all employees are accountable to monitor any form of actions that may lead to human rights violations, including discrimination and harassment. If such actions are observed, employees can file a complaint through the whistleblowing channel where the complainant will be protected. The complaint will be reviewed through a robust investigation process. In 2023, there were no cases related to human rights violations, discriminatory practices, or harassment.

¹ Since the Company did not hire sufficient number of people with disabilities as per required by law, funds have been provided to the Department of Empowerment of Persons with Disabilities Fund in accordance with relevant regulations.

Welfare Benefits that Everyone Can Choose

In addition to providing welfare to all employees according to the legal requirements, the Company also developed benefits that are flexible and meet the needs of employee diversity. By that, the Company offered welfare benefits that everyone can choose, such as employees' flexibility in choosing healthcare benefits that are suitable to their health conditions. Furthermore, the Company shifted various leave options to meet modern day changes such as

changing from a 'leave for wedding ceremony' to 'leave for an important day in life' or a 'maternity leave' to 'leave for family care'. Additionally, the Company now offers sterilization leave and gender affirmation surgery leave to support LGBTQ+ employees. In 2023, the Company conducted a survey to gather feedback and opinions from employees on received benefits, which will be used to further improve and develop welfare to align with their needs.

Happy Pride Month 2023 - Embracing All, Celebrating Diversity, and Inclusion at Work

In collaboration with tenants and partners at Sathorn Square, the Company launched an event 'Happy Pride Month 2023 - Embracing All, Celebrating Diversity and Inclusion at Work' to raise awareness about the values of respectful and diverse workplace and promote employee engagement, creating a diverse and inclusive community within the building. Various activities were organized during this event where participants can receive rewards in addition to learning about diversity and equality.



Frasers Property Commercial (Thailand) transformed the two intersections on Rama 4 Road under the concept 'Connecting Pride, linking every kind of diversity #KeepPride #ConnectingDiversity'. The campaign, organized in collaboration with tenants at Samyan Mitrtown and Silom Edge, celebrated boundless and diverse love throughout the month of June 2023.



Skills and Leadership

(GRI 2-17, 3-3, 404-1, 404-2, 404-3)

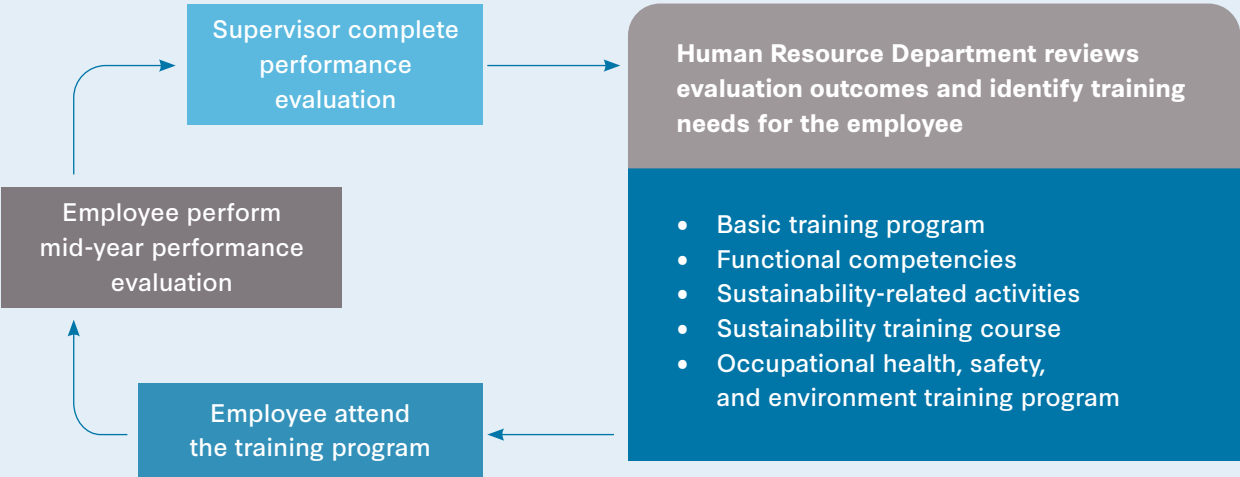
The Company recognizes that employees are a crucial resource in driving the organization towards business success. As such, the Company places a significant emphasis to enhance the knowledge and capabilities of its workforce through equitable development programs to foster equal opportunities for all employees to be able to advance their career growth within the organization. Furthermore, human capital development will

also enhance productivity, improve employee engagement, reduce attrition rates, and build a corporate culture that will strengthen organizational competitiveness, promote sustainable growth, and accomplish business strategic goals. Moreover, the Company conducts human resource management in accordance with regulatory requirements to prevent potential risks associated with such legal violations.

Target	Key Performance 2023
<ul style="list-style-type: none">Average employee training hours 42 hours/person/year	<ul style="list-style-type: none">Average employee training hours 58 hours/person/yearTotal employee training investment of 19.23 million Baht

The Company promotes employees’ continuous learning and development as outlined in its human capital development plan. The Human Resources Department will analyze the qualifications and responsibilities of each employment levels such as executives, managers, supervisors, and staff together with their annual performance evaluation outcomes to identify specific training needs for each employee. These training courses are aimed to enhance employees’ knowledge and capabilities in various areas, such as leadership competency, soft skills and other functional skills. Such approach is in line with the Learning

Development Model 70:20:10, where human capital is developed through 70% self-learning, 20% learning from others, and 10% by training. Additionally, the Company has implemented Individual Development Plans (IDP) to improve the weaknesses and reinforce the strengths of individual employees. Under this plan, supervisors will be involved in evaluating the employees’ competency as well as to develop measures to elevate their skillsets required for further career advancement and success.



Human Capital Development Process

Leadership Competency

Training programs that focus on developing management skills and leadership capabilities of employees following the GREAT model principles.

- G: Generate Visionary Perspective
- R: Reinforce Partnership & Networks
- E: Executes with Excellence
- A: Accelerates Team and Nurtures Future Leaders
- T: Takes Initiatives and Champions Change

Fundamental Competency

Training programs that focus on developing basic skills of employees under all business units including essential knowledge that employees should possess such as English skills, computer programming skills, understanding of diversity, equality and non-discrimination principles, and business ethics.

Core Values

Training programs that promote skills in line with the corporate values on Collaborative, Respectful, Progressive, and Real (C-R-P-R) values. These courses are designed to enhance employees' self-awareness, emotional intelligence, and interpersonal skills to promote better interactions with others. These training courses will develop various skills such as communication, presentation, and efficient time management skills, that foster collaboration and successful teamwork.

Following the commitment to enhance human resource data management and facilitate employees' convenience to access learning courses, the Company established a Learning Management System (LMS) to support human capital development processes. In addition, the Company regularly communicates information, news, and details of upcoming training sessions to employees through various channels such as email, FPT Intranet, Workplace by Facebook, or Line Openchat, etc. In 2023, the Company organized both online and

on-site training sessions to continually enhance the knowledge and potential of its employees. There was a total of 1,392 courses, totaling more than 85,869 training hours provided to employees. Additionally, post-training tests were completed to analyze the success of each training course. These evaluations serve to measure the effectiveness of each course, ensuring that employees acquire the requisite knowledge and skills as per expectations. The results of these tests are then reviewed for ongoing improvement of training programs.

Success Habits for Team Navigation

In 2023, the Company was determined to improve leadership capabilities of its employees to effectively lead their teams and propel the organization forward. Therefore, the Company organized "Success Habits for Team Navigation" training to improve employees' skills for effective team management and their ability to influence subordinates under diverse situations. There were a total of 29 employees that participated in this

training course. From the post-training assessment outcomes, it portrayed employees rated knowledge increase by 59.26%, and a score of 9.03 (out of 10) signifying that employees will apply this gained knowledge to work and daily lives. Furthermore, the Net Promoter Score (NPS) for the course stood at 86%, signifying a strong likelihood that participants would recommend the course to others.



Intermediate Problem Solving & Decision Making

The Company is aware of the importance of knowledge creation and systematic problem-solving skills. Therefore, training programs with the objectives to build systematic problem-solving and decision-making skills were provided to employees. This course will foster problem solving through analysis which will enable employees to be able to identify

root causes and corrective solutions, thus, reduce errors and improve overall work efficiency. This training course had a total of 119 participating employees in 2023. Post-training assessment indicated employees gained knowledge by 46%, and NPS score of 68%. Additionally, employees scored 8.7 (out of 10) for using knowledge gained to work and daily lives.



Furthermore, the Company consistently provided training courses on environmental, social and governance (ESG) matters for employees to comprehend with its strategic direction for sustainability development. The Company conducted surveys to determine sustainability-related topics that employees are interested in learning about, where outcomes are analyzed to

prepare training courses accordingly. To promote awareness and understanding of employees on sustainability issues, the Company established a target that all employees must attend sustainability training courses for a minimum of 12 hours/person/year. In 2023, employees participated in a total of 22,136 hours on sustainability training courses.

Introduction to Corporate Sustainability

The Company continuously promotes employees' knowledge and awareness of the importance of sustainability development. In 2023, the Company organized an ESG Knowledge Sharing training program through the ESG Academy system. One of the training sessions provided is "Waste Disposal by Saleng" which 490 employees attended and gained 41% more knowledge post training. Another

training session organized is the "Building to Zero Together... Creating Value from Waste" had 695 participants. Employees gained 43% more knowledge post this training session and rated 8.85 (out of 10) that they can apply knowledge gained into their work and daily lives. These training sessions on proper waste management resulted in a waste recycling rate of 12.3% at the head office in 2023.

ESG Knowledge Sharing
EP.2 / 2023

Build to Zero Together
...เปลี่ยนขยะให้มีค่า ยั่งยืนได้จริง
เรียนรู้เกี่ยวกับการจัดการขยะมูลฝอยอย่างยั่งยืน

วันอังคารที่ 27 มิถุนายน 2566
เวลา 14:00 ถึง 16:00 น. ผ่าน Zoom

คุณารุณ วรวิบูลย์
ผู้อำนวยการโครงการ CHULA Zero Waste

Scan QR CODE
ลงทะเบียนผ่านระบบ LMS

บันทึกการเรียน
เข้า ESG ได้ 2 ชม.

สอบถามข้อมูลเพิ่มเติม : คุณบุษยา ช่างสะอาด (บอส)
Email: boonjira.j@frasersproperty.com โทร. 02-483-0000 #4378

ESG Knowledge Sharing EP.4/2023

ขยะที่หายไปกับลุงชาเล้ง
เรียนรู้เกี่ยวกับการจัดการขยะมูลฝอยอย่างยั่งยืน ไม่ทิ้งขยะลงถังขยะ ผูกมัดกับลุงชาเล้ง เพื่อให้เกิดประโยชน์สูงสุดแก่สังคมและสิ่งแวดล้อม

วันพุธที่ 21 มิถุนายน 2566
เวลา 10:00 น. ถึง 12:00 น.
ผ่าน Zoom

คุณปิ่น พงศ์กานนท์
ผู้จัดการฝ่ายปฏิบัติการ

ลงทะเบียนผ่านระบบ LMS
Scan QR CODE
ลงทะเบียนผ่านระบบ LMS

สอบถามข้อมูลเพิ่มเติม : คุณบุษยา
Email: boonjira.j@frasersproperty.com โทร. 02-483-0000 #4378

ESG Champions

The Company established ESG Champions to involve employees in initiating and implementing various sustainability-related activities. In 2023, the ESG Champion members and other employees visited various locations to gain insights on sustainability management including 1) Nong Khaem Solid Waste Disposal Centre to learn about the waste disposal process, the production of alternative energy from waste, and the environmentally friendly operation; 2) The Council of Engineers office building to gain insights about building design and construction that is environmentally friendly; and 3) Waste sorting campaign at the head office. These activities not only promoted employees' knowledge and understanding of sustainability operations, but also encouraged them to apply this knowledge to their work and daily lives. By doing these activities together, it has also fostered interdepartmental relationships.



Sustainability Performance



Reporting Boundary

(GRI 2-2)

The Sustainability Report 2023 include the performance of Frasers Property (Thailand) Public Company Limited in Thailand, along with its subsidiaries and joint ventures that the Company has management and operational control including industrial property and investment in related business, residential property business, and commercial property business.

Business/Property	Economic	Environmental				Social ¹
		GHG	Energy	Water	Waste	
Residential Property Business						
Townhome/ Twin house/ Single-detached house	✓	✓	✓	✓	✓	✓
Industrial Property and Investment in Related Business						
Factory and warehouse where its operations are under the control of the Company ²	✓	✓	✓	✓	✓ ³	✓
Commercial Property Business ⁴						
Goldenland building	✓	✓	✓	✓	✓	✓
FYI Center	✓	✓	✓	✓	✓	✓
Samyan Mitrtown	✓	✓	✓	✓	✓	✓
Triple Y Hotel	✓	✓	✓	✓	✓	✓
Triple Y Residence	✓	✓	✓	✓	✓	✓
Panorama Golf and Country Club	✓	✓	✓	✓	✓	✓
Silom Edge	✓	✓	✓	✓	✓	✓
Modena by Fraser Bangkok ⁵	✓	✓ ⁶	N/A	N/A	N/A	N/A
Mayfair Marriot Executive Apartment ⁵	✓	✓ ⁶	N/A	N/A	N/A	N/A
The Ascott Sathorn and Sky Villas ⁵	✓	✓ ⁶	N/A	N/A	N/A	N/A
Data coverage (%)	100	88	88	91	10	100

¹ Social refers to human resource and occupational health and safety data.

² Excludes development projects, buildings, or warehouses under the Real Estate Investment Trust.

³ Waste data covers Frasers Property Logistics Park (Bangna), Frasers Property Logistics Center (Wangnoi 1), and Frasers Property Logistics Center (Rojana Ayutthaya) only,

⁴ Excludes development projects that the Company have sub-leased its leasehold rights to Golden Ventures Leasehold Real Estate Investment Trust (GVREIT) including Park Ventures Ecoplex, Sathorn Square, and W Bangkok that the Company holds 20% of its shares. Thus, the Company does not have operational control.

⁵ Hotel chain management with international standards is employed, thus, the Company does not have management authority.

⁶ Covers only other indirect GHG emissions (Scope 3).

Sustainability Performance Summary

Economic Performance

GRI	Performance Indicator	Unit	2020	2021	2022	2023
201-1	Direct economic value generated					
	Revenues	Million THB	20,490.37	15,721.02	16,346.62	16,809.48
	Revenue from financial investments and sales of assets ²	Million THB	1,822.85	954.97	1,310.29	1,592.07
	Net sales ³	Million THB	18,379.38	14,497.65	14,853.27	15,084.27
	Economic value distributed					
	Operating costs ⁴	Million THB	1,131.47	781.53	433.32	606.02
	Employee wages and benefits ⁵	Million THB	1,659.00	1,376.00	1,399.00	1,383.00
	Payments to providers of capital ⁶	Million THB	2,120.25	2,477.32	1,768.77	2,179.53
	Payments to government ⁷	Million THB	1,048.09	929.81	1,132.20	1,172.91
	Community investments ⁸	Million THB	3.18	2.22	10.15	2.52
	Economic value retained	Million THB	14,528.38	10,154.14	11,603.08	11,465.50
205-1	Code of Business Conduct: Anti-corruption					
	Percentage of operations assessed for risks related to corruption	%	100	100	100	100
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	9	11	10	9
			100	100	100	100
	- Bangkok and vicinity	Person	9	11	10	9
		%	100	100	100	100
	- Other provinces	Person	0	0	0	0
		%	0	0	0	0
	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	1,365	1,508	1,504	1,573
		%	100	100	100	100

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.

GRI	Performance Indicator	Unit	2020	2021	2022	2023
	- Top Executive	Person	55	17	16	14
		%	100	100	100	100
	- Middle Executive	Person	41	76	68	72
		%	100	100	100	100
	- Junior Executive	Person	109	312	305	310
		%	100	100	100	100
	- Officer and Supervisor	Person	1,160	1,103	1,115	1,177
		%	100	100	100	100
	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by region	Person	1,365	1,508	1,504	1,573
		%	100	100	100	100
	- Bangkok and vicinity	Person	-	1,204	1,253	1,330
		%	-	100	100	100
	- Other provinces	Person	-	304	251	243
		%	-	100	100	100
	Total number and percentage of the Board of Directors that have received training on anti-corruption, broken down by region	Person	9	11	10	9
		%	100	100	100	100
	- Bangkok and vicinity	Person	9	11	10	9
		%	100	100	100	100
	- Other provinces	Person	0	0	0	0
		%	0	0	0	0
	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category	Person	1,365	1,508	1,504	1,573
		%	100	100	100	100
	- Top Executive	Person	55	17	16	14
		%	100	100	100	100
	- Middle Executive	Person	41	76	68	72
		%	100	100	100	100
	- Junior Executive	Person	109	312	305	310
		%	100	100	100	100
	- Officer and Supervisor	Person	1,160	1,103	1,115	1,177
		%	100	100	100	100
	Total number and percentage of employees that have received training on anti-corruption, broken down by region	Person	1,365	1,508	1,504	1,573
		%	100	100	100	100
	- Bangkok and vicinity	Person	-	1,204	1,253	1,330
		%	-	100	100	100
	- Other provinces	Person	-	304	251	243
		%	-	100	100	100

GRI	Performance Indicator	Unit	2020	2021	2022	2023
206-1	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	Case	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	Case	0	0	0	0
2-16, 2-26, 205-3, 406-1, 418-1	Grievance mechanism					
	Number of Code of Conduct breaches reported	Case	0	0	3	2
	- Corruption	Case	0	0	0	2
	- Anti-trust/ Anti-competitive	Case	0	0	0	0
	- Non-compliance with laws and regulations	Case	0	0	0	0
	- Sexual discrimination and harassment	Case	0	0	0	0
	- Non-sexual discrimination and harassment	Case	0	0	0	0
	- Others	Case	0	0	3	0
	Number of Code of Conduct breaches under ongoing investigation	Case	0	0	1	0
	- Corruption	Case	0	0	0	0
	- Anti-trust/ Anti-competitive	Case	0	0	0	0
	- Non-compliance with laws and regulations	Case	0	0	0	0
	- Sexual discrimination and harassment	Case	0	0	0	0
	- Non-sexual discrimination and harassment	Case	0	0	0	0
	- Others	Case	0	0	1	0
	Number of confirmed and managed Code of Conduct breaches	Case	0	0	2	2
	- Corruption	Case	0	0	0	2
	- Anti-trust/ Anti-competitive	Case	0	0	0	0
	- Non-compliance with laws and regulations	Case	0	0	0	0
	- Sexual discrimination and harassment	Case	0	0	0	0
	- Non-sexual discrimination and harassment	Case	0	0	0	0
	- Others	Case	0	0	2	0

GRI	Performance Indicator	Unit	2020	2021	2022	2023
2-27, 416-2	Compliance with laws and regulations					
	Total number of significant instances of non-compliance with laws and regulations	Case	0	0	0	0
	Instances for which fines were incurred	Case	0	0	0	0
	Monetary value of fines for instances of non-compliance with laws and regulations	THB	0	0	0	0
	Instances for which non-monetary sanctions were incurred	Case	0	0	0	0
416-1	Product Quality and Safety					
	Total number of significant product and service categories of the Company	Category	-	-	-	All
	Total number of significant product and service categories of the Company that have undergone health and safety impact assessments	Category	-	-	-	All
	Percentage of significant product and service categories that have undergone health and safety impact assessment	%	-	-	-	100

Remark: “-” refers to no data.

Social Performance

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
2-7	Workers ¹	Person	1,365		1,508		1,504		1,573	
	Total number of employees ²	Person	669	696	714	794	708	796	746	827
2-8	Total number of workers who are not employees ³	Person	-		-	-	-	-	-	-
2-7	Total employee by employee contract and area									
	Total number of permanent employees ⁴	Person	1,352		635	709	638	719	666	748
	- Bangkok and vicinity ⁵	Person	-		537	651	565	673	592	697
	- Other provinces	Person	-		98	58	73	46	74	51
	Total number of temporary employees ⁶	Person	13		79	85	70	77	80	79
	- Bangkok and vicinity	Person	-		9	7	6	9	21	20
	- Other provinces	Person	-		70	78	64	68	59	59
	Total number of non-guaranteed hours employees	Person	-		0	0	0	0	0	0
	- Bangkok and vicinity	Person	-		0	0	0	0	0	0
	- Bangkok and vicinity	Person	-		0	0	0	0	0	0
	405-1	Total employee by category and age group								
Top Executive		Person	55		13	4	12	4	10	4
		% of total employee	4.00		0.86	0.27	0.80	0.27	0.66	0.27
- Under 30 years old		Person	-		0	0	0	0	0	0
		% of total employee	-		0	0	0	0	0	0
- 30-50 years old		Person	-		7	1	5	1	2	1
		% of total employee	-		0.46	0.07	0.33	0.07	0.13	0.07
- Over 50 years old		Person	-		6	3	7	3	8	3
		% of total employee	-		0.40	0.20	0.47	0.20	0.53	0.20

¹ Worker refers to individual who is in an employment relationship with the organization according to the national law or practice, including employees, workers of contractor and subcontractor, and volunteers. Data consolidated as of 30 September 2023.

² Total number of employee refers to all employees of the Company, excluding workers who are not employee such as workers of contractors, subcontractors, and volunteers.

³ 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 2023.

⁴ Permanent employee refers to employee under contract that does not specify a definite period, categorized as full-time employees and part-time employees.

⁵ Vicinity refers to Nakhon Pathom, Nonthaburi, and Samutprakarn.

⁶ Temporary employee refers to employee under contract that clearly specifies a definite period.

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Middle Executive	Person	41		38	38	38	30	42	30
		% of total employee	3.00		2.52	2.52	2.53	1.99	2.79	1.99
	- Under 30 years old	Person	-		0	0	0	0	0	0
		% of total employee	-		0	0	0	0	0	0
	- 30-50 years old	Person	-		29	23	30	15	31	15
		% of total employee	-		1.92	1.53	1.99	1.00	2.06	1.00
	- Over 50 years old	Person	-		9	15	8	15	11	15
		% of total employee	-		0.60	0.99	0.53	1.00	0.73	1.00
	Junior Executive	Person	109		137	175	139	166	143	167
		% of total employee	8.00		9.08	11.60	9.25	11.04	9.51	11.10
	- Under 30 years old	Person	-		5	3	4	2	3	0
		% of total employee	-		0.33	0.20	0.27	0.13	0.20	0.00
	- 30-50 years old	Person	-		123	160	125	152	129	154
		% of total employee	-		8.16	10.61	8.31	10.11	8.58	10.24
	- Over 50 years old	Person	-		9	12	10	12	11	13
		% of total employee	-		0.60	0.80	0.66	0.80	0.73	0.86
	Officer and Supervisor	Person	1,160		526	577	519	596	551	626
		% of total employee	85.00		34.88	38.26	34.51	39.63	36.64	41.62

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	- Under 30 years old	Person	-		134	151	108	164	140	164
		% of total employee	-		8.89	10.01	7.18	10.90	9.31	10.90
	- 30-50 years old	Person	-		335	388	356	392	340	418
		% of total employee	-		22.21	25.73	23.67	26.06	22.61	27.79
	- Over 50 years old	Person	-		57	38	55	40	71	44
		% of total employee	-		3.78	2.52	3.66	2.66	4.72	2.93
-	Total employee by nationality									
	- Thai	Person	1,350		708	786	702	788	742	825
		% of total employee	98.91		46.95	52.12	46.68	52.39	49.34	54.85
	- Singaporean	Person	4		3	2	3	2	0	1
		% of total employee	0.29		0.20	0.13	0.20	0.13	0.00	0.07
	- Australian	Person	0		0	0	0	0	0	0
		% of total employee	0		0	0	0	0	0	0
	- Japanese	Person	4		2	2	2	2	2	1
		% of total employee	0.29		0.13	0.13	0.13	0.13	0.13	0.07
	- South Korean	Person	1		0	1	0	1	0	0
		% of total employee	0.07		0	0.07	0	0.07	0	0
	- Burmese	Person	1		1	0	1	0	1	0
		% of total employee	0.07		0.07	0	0.07	0	0.07	0

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	- British	Person	0	0	0	0	0	0	0	0
		% of total employee	0	0	0	0	0	0	0	0
	- Malaysian	Person	2	0	2	0	2	0	0	0
		% of total employee	0.15	0	0.13	0	0.13	0	0	0
	- Taiwanese	Person	1	0	1	0	1	1	0	0
		% of total employee	0.07	0	0.07	0	0.07	0.07	0	0
	- Chinese	Person	2	0	0	0	0	0	0	0
		% of total employee	0.15	0	0	0	0	0	0	0
405-2	Ratio of basic salary and remuneration of women to men									
	Top Executive	Ratio	-	-	-	-	0.76	-	0.86	-
	Middle Executive	Ratio	-	-	-	-	1.06	-	0.95	-
	Junior Executive	Ratio	-	-	-	-	1.04	-	1.09	-
	Officer and Supervisor	Ratio	-	-	0.93	-	0.93	-	0.99	-
401-1	Total employee categorized in vulnerable group, such as retired or employee with disability									
	Employee with disability	Person	-	-	1	2	1	2	1	2
		% of total employee	-	-	0.07	0.13	0.07	0.13	0.07	0.13
401-1	New employee hires									
	Total number and percentage of new employee by age group	Person	87	128	82	122	181	198	185	208
		% of total employee	40.47	59.53	5.44	8.09	12.03	13.16	12.30	13.83
	- Under 30 years old	Person	-	-	45	60	83	101	90	81
		% of total employee	-	-	2.98	3.98	5.52	6.72	5.98	5.39

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	- 30-50 years old	Person	-	-	36	62	94	96	88	123
		% of total employee	-	-	2.39	4.11	6.25	6.38	5.85	8.18
	- Over 50 years old	Person	-	-	1	0	4	1	7	4
		% of total employee	-	-	0.07	0.00	0.27	0.07	0.47	0.27
	Total number and percentage of new employee by region	Person	87	128	82	122	181	198	185	208
		% of total employee	40.47	59.53	5.44	8.09	12.03	13.16	12.30	13.83
	- Bangkok and vicinity	Person	-	-	62	94	174	189	165	185
		% of total employee	-	-	4.11	6.23	11.57	12.57	10.97	12.30
	- Other provinces	Person	-	-	20	28	7	9	20	23
		% of total employee	-	-	1.33	1.86	0.47	0.60	1.33	1.53
401-1	Employee Turnover									
	Total number and percentage of employee turnover by age group	Person	202		138	147	183	188	167	187
		% of total employee	14.80		9.15	9.75	12.17	12.50	10.61	11.89
	- Under 30 years old	Person	-		45	39	61	58	46	51
		% of total employee	-		2.98	2.59	4.06	3.86	2.92	3.24
	- 30-50 years old	Person	-		83	101	114	119	99	124
		% of total employee	-		5.50	6.70	7.58	7.91	6.29	7.88

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	- Over 50 years old	Person	-		10	7	8	11	22	12
		% of total employee	-		0.66	0.46	0.53	0.73	1.39	0.76
	Total number and percentage of employee turnover by region	Person	-		138	147	183	188	167	187
		% of total employee	-		9.15	9.75	12.17	12.50	10.61	11.89
	- Bangkok and vicinity	Person	-		135	146	172	168	139	163
		% of total employee	-		8.95	9.68	11.44	11.17	8.83	10.36
	- Other provinces	Person	-		3	1	11	20	28	24
		% of total employee	-		0.20	0.07	0.73	1.33	1.78	1.52
401-3	Parental leave									
	Total number of employees entitled to parental leave	Person	669	696	714	794	708	796	746	827
	Total number of employees that took parental leave	Person	13		3	21	0	12	10	14
	Total number of employees that returned to work in the reporting period after parental leave ended	Person	0	11	2	18	0	12	9	14
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Person	-	-	0	11	0	12	0	8
	Return to work rate of employees that took parental leave ¹	%	-	-	66.67	85.71	100	100	100	100
	Retention rate of employees that took parental leave ²	%	-	-	100	100	100	66.67	100	66.67

¹ 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

² Retention rate = (Total number of employees retained 12 months after returning to work following a period of parental leave /Total number of employees returning from parental leave in the prior reporting period) x 100

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Human Capital Development									
	Total investment on employees training	THB	-		9,140,628.00		13,770,989.00		19,225,902	
	Average amount spent per person on training and development	THB/ Person	11,290.00		6,614.00		10,409.00		13,902	
	Average hours of training that the organization’s employees have undertaken	Average hours/ Person	26		40	48	60	70	55	61
	- Top Executive	Average hours/ Person	-		39	44	88	68	81	63
	- Middle Executive	Average hours/ Person	-		52	62	75	87	64	77
	- Junior Executive	Average hours/ Person	-		51	58	72	85	68	67
	- Officer and Supervisor	Average hours/ Person	-		37	45	46	54	50	58
	Average training hour target	Average hours/ Person	-		40		40		42	
	Percentage of employees that have undertaken ESG training courses	% of total employee	-		-		100		93	
404-3	Regular performance and career development reviews									
	Percentage of employee who have received a regular performance and career development review	%	100	100	100	100	100	100	100	100
	- Top Executive	%	100	100	100	100	100	100	100	100
	- Middle Executive	%	100	100	100	100	100	100	100	100
	- Junior Executive	%	100	100	100	100	100	100	100	100
	- Officer and Supervisor	%	100	100	100	100	100	100	100	100
	Employee engagement survey ¹									
	Employee engagement rate	%	-		71.00		71.00		66.00	
	Employee engagement rate target	%	-		60.00		60.00		65.00	
	-	Provident Fund								
	Total number of employees contribution to provident fund	Person	-		-		-		1,389	

GRI	Performance Indicator	Unit	2020		2021		2022		2023	
			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	669	696	714	794	708	796	746	827
		%	49.00	51.00	47.35	52.65	47.07	52.93	47.43	52.58
	Workers who are not employees (subcontractors’ workers)	Person	0	0	0	0	10,220	6,795	0	0
		%	0	0	0	0	60.06	39.94	0	0
	Workers covered by occupational health and safety management system that are assessed by an internal audit									
	Employees	Person	669	696	714	794	708	796	757	839
		%	49.00	51.00	47.35	52.65	47.07	52.93	47.43	52.07
	Workers who are not employees (subcontractors’ workers)	Person	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0
	Workers covered by occupational health and safety management system that are assessed by an external party									
	Employees	Person	0	0	0	0	206	195	192	191
		%	0	0	0	0	51.37	48.63	50.13	49.87
	Workers who are not employees (subcontractors’ workers)	Person	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0
403-9	Number of fatalities as a result of work-related injury									
	Employees	Person	0		0		0		0	
			0	0	0	0	0	0	0	0
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0	
				0	0	0	0	0	0	0
403-9	Number and rate of high consequence work-related injuries, excluding fatalities									
	Employees	Person	0		0		1		0	
			0	0	0	0	1	0	0	0
		Person/ 1 million hours worked	0		0		0.31		0	
			0	0	0	0	0.31	0	0	0
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0	
			0	0	0	0	0	0	0	0
		Person/ 1 million hours worked	0		0		0		0	
				0	0	0	0	0	0	0

GRI	Performance Indicator	Unit	2020		2021		2022		2023		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Number and rate of recordable work-related injuries										
	Employees	Person	2		2		2		0		
			2	0	1	1	2	0	0	0	
		Person/ 1 million hours worked	1.96		0.54		0.63		0		
			1.96	0	0.27	0.27	0.63	0	0	0	
	Workers who are not employees (subcontractors’ workers)	Person	0		2		0		0		
			0	0	2	0	0	0	0	0	
		Person/ 1 million hours worked	0		0.19		0		0		
				0	0.19	0	0	0	0	0	
	Lost-Time Injury Frequency Rate (LTIFR)										
	Employees	Person	2		2		2		0		
		Person/ 1 million hours worked	1.96		0.54		0.63		0		
	Workers who are not employees (subcontractors’ workers)	Person	0		2		0		0		
		Person/ 1 million hours worked	0		0.18		0		0		
	Number of hours worked										
	Employees	Hour	1,362,985		3,184,896		3,199,088		3,251,531		
	Workers who are not employees (subcontractors’ workers)	Hour	3,786,454		10,736,795		14,153,024		3,970,237		
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/ 1 million hours worked	0		0		0		0		
			0	0	0	0	0	0	0	0	
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0		
			0	0	0	0	0	0	0	0	
		Person/ 1 million hours worked	0		0		0		0		
				0	0	0	0	0	0	0	

GRI	Performance Indicator	Unit	2020		2021		2022		2023			
			Male	Female	Male	Female	Male	Female	Male	Female		
	Number of cases of recordable work-related ill health											
	Employees	Person	0		0		0		0			
			0	0	0	0	0	0	0	0		
		Person/ 1 million hours worked	0		0		0		0			
			0	0	0	0	0	0	0	0		
	Workers who are not employees (subcontractors’ workers)	Person	0		0		0		0			
			0	0	0	0	0	0	0	0		
		Person/ 1 million hours worked	0		0		0		0			
				0	0	0	0	0	0	0		
	-	Employee safety condition monitoring										
		Percentage of employee that was monitored for occupational health and safety risks at workstation	%	-		-		100		100		
		Absentee rate	%	-		-		3.00		5.00		
Injury rate (including operational diseases, occupational disabilities, and fatalities)		%	-		-		0.63		0			
Lost day rate		%	-		-		20.32		0			
-		Health and well-being monitoring										
	Percentage of employee that completed surveys on health and well-being	%	-		-		100		100			
	Percentage of employee that underwent physical and/or mental health checks	%	-		-		100		100			
-	Safety indicator monitoring at construction sites											
	Injury rate	% of total number of employee	-		-		0		0			
	Number of near misses	Case	-		-		13		0			
	Absentee rate	%	-		-		0.63		0			
	Severity rate (total number of loss workday over the total number of recordable incident)	%	-		-		20.32		0			
Community Development												
413-1	Percentage of operations with implemented local community engagement, impact assessment and/or development programs as per required by relevant regulations	%	-		-		100		100			

Remark: 1. The employee engagement score for 2023 was collected through the Culture Survey as per Frasers Group's policy.
 "-" refers to no data.

Environmental Performance

GRI	Performance Indicator	Unit	2020	2021	2022	2023
	Greenhouse gas (GHG) emission					
	Total GHG emission	ton carbon dioxide equivalent (ton CO ₂ e)	13,877.37	110,514.65	106,052.27	98,960.29
305-1	Direct emission (Scope 1)	ton CO ₂ e	681.23	2,445.64	604.84	1,752.78
305-2	Energy indirect emission (Scope 2) – Location Based Emissions	ton CO ₂ e	9,509.85	17,079.49	19,534.15	17,740.68
305-3	Other indirect emission (Scope 3)	ton CO ₂ e	3,686.291	90,989.52	85,913.28	79,466.83
	- Category 3: Fuel- and related-activities not included in scope 1 or scope 2 emissions	ton CO ₂ e	-	3,307.19	3,280.36	4,527.81
	- Category 5: Waste generated in operations	ton CO ₂ e	-	1,021.18	1,903.54	1,905.58
	- Category 7: Employee commuting	ton CO ₂ e	-	2,112.07	2,241.31	2,075.26
	- Category: 13 Downstream leased assets	ton CO ₂ e	-	84,549.08	78,488.07	70,958.18
305-4	Scope 1 and scope 2 GHG emission intensity	ton CO ₂ e / m ²	0.00796	0.00306	0.00323	0.00289
	Scope 1, 2, and 3 GHG emission intensity	ton CO ₂ e / m ²	0.01084	0.01731	0.01703	0.01469
305-6	Ozone-depleting substances emission	kgCFC-11e	0.55	1.49	23.32	1.50
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	kg	NA	NA	NA	NA
302-1	Energy					
	Total energy consumption within organization	MWh	21,473.60	42,976.69	41,535.28	38,915.55
	Total renewable energy consumption	MWh	0	12.22	1.42	48.37
	- Solar energy	MWh	0	12.22	1.42	48.37
	Total non-renewable energy consumption	MWh	21,472.60	42,954.47	41,533.86	38,867.17
	- Electricity consumption	MWh	19,023.65	34,165.81	39,076.11	35,488.49
	- Steam/heating/cooling and other non-renewable energy consumption	MWh	2,448.95	8,798.66	2,457.75	3,378.68
	Total non-renewable energy sold	MWh	0	0	0	0
	- Electricity sold	MWh	0	0	0	0
	- Steam/heating/cooling and other non-renewable energy sold	MWh	0	0	0	0

GRI	Performance Indicator	Unit	2020	2021	2022	2023
302-2	Energy consumption outside of the organization	MWh	7,134.78	23,978.80	30,470.55	46,092.03
	- Total non-renewable energy	MWh	7,134.78	23,978.80	30,470.55	46,092.03
	- Total renewable energy	MWh	0	0	0	0
302-3	Energy consumption intensity	MWh/ m ²	0.0168	0.0067	0.0067	0.00578
303-3	Water					
	Water withdrawal from all areas by source	m ³	262,893.00	998,163.38	1,037,672.84	2,574,389.27
	Surface water	m ³	0	0	0	1,112,123.57
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	1,112,123.57
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Groundwater	m ³	0	10,666.00	22,363.00	152,588.52
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	10,666.00	22,363.00	152,588.52
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Produced water	m ³	0	0	0	0
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Seawater	m ³	0	0	0	0
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Third-party water	m ³	262,893.00	987,497.38	1,015,309.84	1,309,677.18
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	262,893.00	987,497.38	1,015,309.84	1,309,677.18
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0

GRI	Performance Indicator	Unit	2020	2021	2022	2023
303-3	Water withdrawal from all areas with water stress	m ³	0	80,403.00	80,809.20	2,574,389.27
	Surface water	m ³	0	0	0	1,112,123.57
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	1,112,123.57
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Groundwater	m ³	0	0	0	152,588.52
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	152,588.52
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Produced water	m ³	0	0	0	0
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Seawater	m ³	0	0	0	0
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Third-party water	m ³	0	80,403.00	80,809.20	1,309,677.18
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	80,403.00	80,809.20	1,309,677.18
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
303-4	Water discharge					
	Water discharge to all areas by destination	m ³	210,314.40	798,530.70	830,138.27	729,248.13
	- Surface water	m ³	0	0	0	706,166.98
	- Groundwater	m ³	0	0	0	0
	- Seawater	m ³	0	0	0	0
	- Third-party	m ³	210,314.40	798,530.70	830,138.27	23,081.15
	Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	210,314.40	798,530.70	830,138.27	729,248.13
	Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0
	Water discharge to all areas with water stress	m ³	0	64,322.40	64,647.36	729,248.13
	- Freshwater (≤ 1,000 mg/l total dissolved solids)	m ³	0	64,322.40	64,647.36	729,248.13
	- Other water (> 1,000 mg/l total dissolved solids)	m ³	0	0	0	0

GRI	Performance Indicator	Unit	2020	2021	2022	2023
303-5	Water consumption					
	Total water consumption	m ³	52,578.60	199,632.68	207,534.57	1,845,141.14
	Water consumption from water stress areas	m ³	-	16,080.60	16,161.84	1,845,141.14
	Change in water storage, in case that water storage has been identified as having a significant water-related impact	m ³	-	-	0	0
306-3	Waste					
	Total waste generated	Ton	1,505.00	991.43	2,011.64	2,274.31
	- Hazardous waste	Ton	-	-	0.04	0.09
	- Non-hazardous waste	Ton	1,505.00	991.43	2,011.60	2,274.22
306-4	Total waste diverted from disposal					
	Total waste diverted from disposal	Ton	-	5.43	45.43	162.81
	Total hazardous waste diverted from disposal by recovery operation	Ton	-	0	0	0
	Onsite recovery operation	Ton	-	0	0	0
	- Preparation for reuse	Ton	-	0	0	0
	- Recycling	Ton	-	0	0	0
	- Other recovery operations	Ton	-	0	0	0
	Offsite recovery operations	Ton	-	0	0	0
	- Preparation for reuse	Ton	-	0	0	0
	- Recycling	Ton	-	0	0	0
	- Other recovery operations	Ton	-	0	0	0
	Total non-hazardous waste diverted from disposal by recovery operation	Ton	-	5.43	45.43	162.81
	Onsite recovery operation	Ton	-	0	0	0
	- Preparation for reuse	Ton	-	0	0	0
	- Recycling	Ton	-	0	0	0
	- Other recovery operations	Ton	-	0	0	0
	Offsite recovery operations	Ton	-	5.43	45.43	162.81
	- Preparation for reuse	Ton	-	0	0	0
	- Recycling	Ton	-	5.43	45.43	162.81
	- Other recovery operations	Ton	-	0	0	0

GRI	Performance Indicator	Unit	2020	2021	2022	2023
306-5	Total waste directed to disposal					
	Total waste directed to disposal	Ton	1,505.00	986.00	1,966.21	2,111.50
	Total hazardous waste directed to disposal	Ton	0	0	0.04	0.09
	Onsite disposal operations	Ton	0	0	0	0
	- Incineration with energy recovery	Ton	-	-	0	0
	- Incineration without energy recovery	Ton	-	-	0	0
	- Landfill	Ton	-	-	0	0
	- Other disposal operations	Ton	-	-	0	0
	Offsite disposal operations	Ton	0	0	0.04	0.09
	- Incineration with energy recovery	Ton	-	-	0	0
	- Incineration without energy recovery	Ton	-	-	0.03	0.02
	- Landfill	Ton	-	-	0.02	0.07
	- Other disposal operations	Ton	-	-	0	0
	Total non-hazardous waste directed to disposal	Ton	1,505.00	986.00	1,966.17	2,111.41
	Onsite disposal operations	Ton	0	0	0	0
	- Incineration with energy recovery	Ton	-	0	0	0
	- Incineration without energy recovery	Ton	-	0	0	0
	- Landfill	Ton	-	0	0	0
	- Other disposal operations	Ton	-	0	0	0
	Offsite disposal operations	Ton	1,505.00	986.00	1,966.17	2,111.41
	- Incineration with energy recovery	Ton	-	0	0	0
	- Incineration without energy recovery	Ton	-	0	0	0
	- Landfill	Ton	1,505.00	986.00	1,966.17	2,111.41
	- Other disposal operations	Ton	-	0	0	0

Remark:

1. The data used to calculate the GHG emissions for electricity consumption (emission factor) is 0.499 ton of carbon dioxide equivalent per megawatt-hour, referenced from the Journal of Thailand Greenhouse Gas Management Organization (Public Organization) published in April 2022.
2. The data used to calculate direct GHG emission (Scope 1) covers fuel consumption for buildings and company owned vehicles, fire extinguishers, and the refrigerant for air conditioners in buildings.
3. The data used to calculate other indirect GHG emission (Scope 3) for 2020 covers paper consumption, waste generation, air and ground business travels as well as electricity consumption, refrigerant for air conditioners and fuel consumption of tenants that the Company can collect only.
4. The data used to calculate other indirect GHG emission (Scope 3) for 2021-2023 includes other indirect greenhouse gas emissions associated with Category 3, 5, 7, and 13 only. Assumption and calculation methodologies for such GHG accounting is in accordance with The Greenhouse Gas Protocol.
5. Data on water withdrawal and water discharge in 2023 includes irrigation water from the residential property business and bleed-off water from chillers of commercial property business, where data have been third-party verified against GRI Standards.
7. Waste data are sourced from direct measurements.

"-" refers to no data.

GRI Content Index

Statement of use	Frasers Property (Thailand) Public Company Limited has reported in accordance with the GRI Standard for the period of 1 October 2022 to 30 September 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI G4 Construction and Real Estate Sector (CRES). The Company will be validating its list of sustainability material issues with the latest GRI Sector Standard for the industry once it is published by GRI.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure					
GRI 2: General Disclosures 2021	2-1 Organizational details	13, 16			
	2-2 Entities included in the organization’s sustainability reporting	85			
	2-3 Reporting period, frequency and contact point	13, 105			
	2-4 Restatements of information	26			
	2-5 External assurance	13, 114-115			
	2-6 Activities, value chain and other business relationships	16-17			
	2-7 Employees	90			
	2-8 Workers who are not employees	90			
	2-9 Governance structure and composition	22, 37			
	2-10 Nomination and selection of the highest governance body	22			
	2-11 Chair of the highest governance body	One Report 2023 PDF p.138			
	2-12 Role of the highest governance body in overseeing the management of impacts	One Report 2023 PDF p.140-141			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-13 Delegation of responsibility for managing impacts	One Report 2023 PDF p.140-141			
	2-14 Role of the highest governance body in sustainability reporting	26			
	2-15 Conflicts of interest	One Report 2023 PDF p.129, 162-162, 169-178			
	2-16 Communication of critical concerns	40, 88			
	2-17 Collective knowledge of the highest governance body	44-45, 80-83; One Report 2023 PDF p.156-157			
	2-18 Evaluation of the performance of the highest governance body	One Report 2023 PDF p.156-158			
	2-19 Remuneration policies	One Report 2023 PDF p.160-161			
	2-20 Process to determine remuneration	One Report 2023 PDF p.160-161			
	2-21 Annual total compensation ratio	-	a, b, c	Confidentiality constraints	Annual total compensation ratio is confidential constraint information for FPT.
	2-22 Statement on sustainable development strategy	4, 6			
	2-23 Policy commitments	36-37, 77; One Report 2023 PDF p.94			
	2-24 Embedding policy commitments	All chapters			
	2-25 Processes to remediate negative impacts	23-25			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-26 Mechanisms for seeking advice and raising concerns	40			
	2-27 Compliance with laws and regulations	35-46, 89			
	2-28 Membership associations	12			
	2-29 Approach to stakeholder engagement	23-25			
	2-30 Collective bargaining agreements	75			
Materiality					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	26-29			
	3-2 List of material topics	27-29			
Technology and Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	31-32			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	31-32, 70-71			
	203-2 Significant indirect economic impacts	31-32, 70-71			
Corporate Governance and Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	35-46			
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	86			
	205-2 Communication and training about anticorruption policies and procedures	86-87			
	205-3 Confirmed incidents of corruption and actions taken	88			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	88			
Risk Management and Compliance					
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	41-46			
	2-27 Compliance with laws and regulations	35-46, 89			
GRI 3: Material Topics 2021	3-3 Management of material topics	41-46			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	46			
Product Quality and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	76			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	89			
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	89			
Green Investment					
GRI 3: Material Topics 2021	3-3 Management of material topics	47-50			
Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	52-55			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	a, b, c	Information unavailable/incomplete	FPT is in progress to enhance data collection and disclosure.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	-	a	Information unavailable/incomplete	FPT is in progress to enhance data collection and disclosure.
	308-2 Negative environmental impacts in the supply chain and actions taken	-	a, b, c, d, e	Information unavailable/incomplete	FPT is in progress to enhance data collection and disclosure.
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	-	a	Information unavailable/incomplete	FPT is in progress to enhance data collection and disclosure.
	414-2 Negative social impacts in the supply chain and actions taken	-	a, b, c, d, e	Information unavailable/incomplete	FPT is in progress to enhance data collection and disclosure.
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	56-57			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	56-57			
	304-2 Significant impacts of activities, products, and services on biodiversity	56-57			
	304-3 Habitats protected or restored	56-57			
	304-4 IUCN Red List species and national conservation list species with habitat in areas affected by operations	56			
Resource Efficiency (Energy)					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-61			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	100			
	302-2 Energy consumption outside of the organization	101			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	302-3 Energy intensity	101			
	302-4 Reduction of energy consumption	49, 59-61			
	302-5 Reductions in energy requirements of products and services	100, 104			
Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	33-34, 58-61			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	86			
	201-2 Financial implications and other risks and opportunities due to climate change	33-34; TCFD Report			
	201-3 Defined benefit plan obligations and other retirement plans	75			
	201-4 Financial assistance received from government	One Report 2023 PDF p.194			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	100			
	305-2 Energy indirect (Scope 2) GHG emissions	100			
	305-3 Other indirect (Scope 3) GHG emissions	100			
	305-4 GHG emissions intensity	100			
	305-5 Reduction of GHG emissions	49, 59-61			
	305-6 Emissions of ozone- depleting substances (ODS)	100			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	a, b, c	Not applicable	Data is not applicable due to FPT's nature of business.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Resource Efficiency (Waste)					
GRI 3: Material Topics 2021	3-3 Management of material topics	62-64			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	62-64			
	306-2 Management of significant waste-related impacts	62-64			
	306-3 Waste generated	103			
	306-4 Waste diverted from disposal	103			
	306-5 Waste directed to disposal	104			
Resource Efficiency (Water)					
GRI 3: Material Topics 2021	303-1 Interactions with water as a shared resource	65-66			
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	65-66			
	303-3 Water withdrawal	101-102			
	303-4 Water discharge	102			
	303-5 Water consumption	103			
Human Capital Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	80-83			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	93-95			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	74-75, 77, 79			
	401-3 Parental leave	95			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	96			
	404-2 Programs for upgrading employee skills and transition assistance programs	80-83			
	404-3 Percentage of employees receiving regular performance and career development reviews	96			
Occupational, Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	72-76			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	72-73			
	403-2 Hazard identification, risk assessment, and incident investigation	72			
	403-3 Occupational health services	72			
	403-4 Worker participation, consultation, and communication on occupational health and safety	72			
	403-5 Worker training on occupational health and safety	73-75			
	403-6 Promotion of worker health	74-75			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	72-73			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	403-8 Workers covered by an occupational health and safety management system	97			
	403-9 Work-related injuries	97-98			
	403-10 Work-related ill health	98-99			
Community Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	68-71			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	99			
	413-2 Operations with significant actual and potential negative impacts on local communities	68-69			
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	77-79			
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	78, 90-92			
	405-2 Ratio of basic salary and remuneration of women to men	93			



LRQA Independent Assurance Statement

Relating to Frasers Property (Thailand) Public Company's Sustainability Report for the fiscal year 2023 (1st October 2022 – 30th September 2023)

This Assurance Statement has been prepared for Frasers Property (Thailand) Public Company Limited in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Frasers Property (Thailand) Public Company Limited (FPT) to provide independent assurance on its Sustainability Report FY 2023 for the period from 1st October 2022 to 30th September 2023 ("the report") against the assurance criteria below to a limited level of assurance with reference to GRI specific standard disclosures¹ listed below and materiality of the professional judgement of the verifier using LRQA's verification procedure. LRQA's verification procedure is based on current best practice, is in accordance with ISAE 3000 and uses the following principles of - inclusivity, materiality, responsiveness and reliability of performance data.

Our assurance engagement covered FPT's operations and activities in Thailand only and specifically the following requirements:

- Evaluating the reliability of data and information for only the selected environmental indicators listed below:
 - GRI 302-1 Energy within the organization
 - GRI 303-3 Water withdrawal
 - GRI 303-4: Water discharge
 - GRI 303-5: Water consumption
 - GRI 305-1 Direct greenhouse gas emissions (Scope 1)²
 - GRI 305-2 Energy indirect greenhouse gas emissions (scope 2).

Our assurance engagement excluded the data and information of FPT's operations and activities outside Thailand, as well as suppliers, contractors and any third parties mentioned in the report.

LRQA's responsibility is only to FPT. LRQA disclaims any liability or responsibility to others as explained in the end footnote. FPT's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of FPT.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Frasers Property (Thailand) Public Company Limited has not, in all material respects:

- Met the requirements above
- Disclosed reliable performance data and information as no errors or omissions were detected.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing FPT's data management systems to confirm that there were no significant errors, material mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions, and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Sampling on-site project and remotely performance data and information, for only the selected indicators, to confirm its reliability.
- Sampling of evidence presented at FPT's head office in Bangkok and project/area selected in sampled data to confirm the reliability of the selected indicators. The extent of evidence sampled for the selected indicators reflected the level of assurance applied.

¹ <https://www.globalreporting.org> (GRI Standard 2021)

² GHG quantification is subject to inherent uncertainty.



LRQA's Observations

Further observations and findings, made during the assurance engagement, are:

- **Reliability:** Data management systems are properly defined for the selected indicators. However, FPT should consider reviewing data collection and reporting tools related to water withdrawal usage e.g., data relevant to use of water in the garden and landscape management for residential business unit. This will increase the accuracy of data reported in the future.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only works undertaken by LRQA for Frasers Property (Thailand) Public Company Limited as such does not compromise our independence or impartiality.

Kamiga S.

Kamiga Sukkeaw
LRQA Lead Verifier

Dated: 20 December 2023

On behalf of LRQA (Thailand) Ltd.
No. 252/123, Muang Thai - Phatra Complex Tower B, 26th Floor,
Unit 252/123 (C), Ratchadaphisek Road, Huaykwang Sub-district,
Huaykwang District, Bangkok, 10310

LRQA reference: BGK00000968

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Reader Survey

Your suggestions on this Sustainability Report 2023 will be used to develop the next report’s contents and disclosure format. Please tick ☒ in the ☐ and provide your suggestions in the back.

1. Basic information

☐ Male☐ Female

2. Which stakeholder groups do you belong to as a reader of the Sustainability Report 2023?

☐ Employee☐ Customer and tenant☐ Investor and shareholder☐ Business alliance and partner

☐ Supplier and contractor☐ Government☐ Creditor and financial institution☐ Society and community

☐ Landlord☐ Other, please specify

3. Through which channels did you receive this Sustainability Report 2023? (Select all that apply)

☐ FPT’s website☐ Seminar☐ FPT’s employee

☐ Company visits☐ Other, please specify

4. What are the objectives of reading this Sustainability Report 2023? (Select all that apply)

☐ As information for making investment decisions

☐ As a guideline for developing your sustainability report

☐ For research and education

☐ Other, please specify

5. Please rate your opinion on the FPT’s Sustainability Report 2023

	High	Moderate	Low	Need improvement
After reading the disclosure, how well do you understand FPT’s materiality issues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How well do the contents correspond to your expectations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To what extent are you satisfied with the overall sustainability report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Please select FPT's materiality issues that are significant to you (Select all that apply)

Governance	Environment	Social
<input type="checkbox"/> Technology and Innovation	<input type="checkbox"/> Climate Change	<input type="checkbox"/> Community Development
<input type="checkbox"/> Corporate Governance and Ethic	<input type="checkbox"/> Supply Chain Management	<input type="checkbox"/> Occupational Health & Safety
<input type="checkbox"/> Risk Management and Compliance	<input type="checkbox"/> Biodiversity	<input type="checkbox"/> Human Rights
<input type="checkbox"/> Green Investment	<input type="checkbox"/> Resource Efficiency (Energy, Waste and Water)	<input type="checkbox"/> Human Capital Development
		<input type="checkbox"/> Product Quality and Safety

7. Please provide suggestions for improving the information disclosure in FPT's Sustainability Report in the future.

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You can also submit this survey via an online channel by scanning QR Code or clicking

<https://forms.office.com/r/EqVnRC9rTi>

Or scan this form and send it back via E-mail: FPT.RM.CGS@frasersproperty.com

Frasers Property (Thailand) Public Company Limited

would highly appreciate your valuable feedback.



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