

Performance Summary

ECONOMIC PERFORMANCE

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 | |
|--|--|---|--------|-------|--------|--------|---|
| 201-1 | Direct economic value generated and distributed | | | | | | |
| | Direct economic value generated | | | | | | |
| | Revenue | Million Baht | 13,386 | 9,407 | 11,964 | 15,568 | |
| | Economic Value distributed | | | | | | |
| | Operating Cost | Million Baht | 7,262 | 4,282 | 6,306 | 9,574 | |
| | Employee wages and benefits | | 870 | 855 | 961 | 871 | |
| | Annual dividend payment | | 2,398 | 1,348 | 1,348 | 2,098 | |
| | Payment to the government | | 301 | 293 | 679 | 546 | |
| | Social investment | | 26 | 41 | 7 | 44 | |
| | Economic value retained | Million Baht | 2,529 | 2,588 | 2,663 | 2,435 | |
| 205-2 | Anti-corruption | | | | | | |
| | Communication and training on anti-corruption policy to governance body members | | | | | | |
| | WHA Industrial Development | % | 100 | 100 | 100 | 100 | |
| | WHA Utilities and Power | | 100 | 100 | 100 | 100 | |
| | WHA Logistics | | 100 | 100 | 100 | 100 | |
| | WHA Digital Platform | | 100 | 100 | 100 | 100 | |
| | Communication and training on anti-corruption policy to employees | | | | | | |
| | WHA Industrial Development | % | 100 | 100 | 100 | 100 | |
| | WHA Utilities and Power | | 100 | 100 | 100 | 100 | |
| | WHA Logistics | | 100 | 100 | 100 | 100 | |
| | WHA Digital Platform | | 100 | 100 | 100 | 100 | |
| | Communication on anti-corruption policy to business partners | | | | | | |
| | WHA Industrial Development | % | N/A | N/A | N/A | 100 | |
| | WHA Utilities and Power | | N/A | N/A | N/A | 100 | |
| | WHA Logistics | | N/A | N/A | N/A | 100 | |
| | WHA Digital Platform | | N/A | N/A | N/A | 100 | |
| | 205-3 | Confirmed incidents of corruption | | | | | |
| | | Total number of confirmed incidents of corruption | Case | 1 | 0 | 0 | 0 |
| Number of employees who dismissed due to corruption | | Person | 1 | 0 | 0 | 0 | |
| Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption | | Case | 0 | 0 | 0 | 0 | |
| Public legal cases regarding corruption | | Case | 1 | 0 | 0 | 0 | |
| Anti-competitive practice | | | | | | | |
| Total amount of fines and settlements | | Baht | 0 | 0 | 0 | 0 | |
| Total amount of fines and settlements | | % of revenues | 0 | 0 | 0 | 0 | |
| Corruption and Bribery Cases | | | | | | | |
| Total number of confirmed incidents of corruption | | Case | 0 | 0 | 0 | 0 | |
| Employees who were dismissed due to corruption | | Person | 0 | 0 | 0 | 0 | |
| Business partners who were terminated or not renewed due to corruption | | Number | 0 | 0 | 0 | 0 | |
| Public legal cases regarding corruption (public investigations, prosecution or close cases) | | Case | 0 | 0 | 0 | 0 | |
| Violations of Business Ethics | | | | | | | |
| Violations received from grievance mechanisms specified by the company | | Case | 0 | 0 | 0 | 0 | |
| Violations that are in the process of being resolved | | Case | 0 | 0 | 0 | 0 | |
| Violations that have been resolved | | Case | 0 | 0 | 0 | 0 | |
| Confirmed incidents of Discrimination or Harassment | | | | | | | |
| Total number of confirmed incidents of Discrimination or Harassment | | Case | 0 | 0 | 0 | 0 | |
| Confirmed incidents of Conflicts of Interest | | | | | | | |
| Total number of confirmed incidents of Conflicts of Interest | | Case | 0 | 0 | 0 | 0 | |
| Confirmed incidents of Conflicts of Money Laundering or Insider trading | | | | | | | |
| Total number of confirmed incidents of Money Laundering or Insider trading | | Case | 0 | 0 | 0 | 0 | |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|--|------|------|------|------|------|
| | Written/Digital Acknowledgement of codes of conduct | | | | | |
| | Employees | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| | Contractors/ Suppliers/ Service Providers | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | % | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| | Subsidiaries | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| | Joint Ventures (including stakes above 10%) | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | % | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| | Training Provided of codes of conduct | | | | | |
| | Employees | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| | Contractors/ Suppliers/ Service Providers | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | % | N/A | N/A | 100 | 100 |
| | Subsidiaries | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| | Joint Ventures (including stakes above 10%) | | N/A | N/A | 100 | 100 |
| | WHA Industrial Development | | N/A | N/A | 100 | 100 |
| | WHA Utilities & Power | | N/A | N/A | 100 | 100 |
| | WHA Logistics | | N/A | N/A | 100 | 100 |
| | WHA Digital Platform | | N/A | N/A | 100 | 100 |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust and monopoly practices | case | 0 | 0 | 0 | 0 |

Supply Chain Management

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---|--|---|--------|------|------|------|
| 308-1 | Supplier Environmental Assessment | | | | | |
| | New suppliers that were screened using environmental criteria | | | | | |
| | New suppliers that were screened using environmental criteria | Number | 0 | 1 | 2 | 4 |
| | | % | 0 | 100 | 100 | 100 |
| | WHA Industrial Development | Number | 0 | 0 | 1 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 4 |
| | WHA Logistics | | 0 | 1 | 0 | 0 |
| WHA Digital Platform | 0 | | 0 | 1 | 0 | |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | | | | | |
| | Number of suppliers assessed for environmental impacts | Number | N/A | 9 | 29 | 21 |
| | WHA Industrial Development | | N/A | 0 | 9 | 5 |
| | WHA Utilities and Power | | N/A | 9 | 16 | 14 |
| | WHA Logistics | | N/A | 0 | 1 | 1 |
| | WHA Digital Platform | | N/A | 0 | 3 | 1 |
| | Number of suppliers identified as having significant actual and potential negative environmental impacts. | | N/A | 0 | 0 | 0 |
| | WHA Industrial Development | | N/A | N/A | 0 | 0 |
| | WHA Utilities and Power | | N/A | 0 | 0 | 0 |
| | WHA Logistics | | N/A | N/A | 0 | 0 |
| WHA Digital Platform | N/A | | N/A | 0 | 0 | |
| 414-1 | Supplier Social Assessment | | | | | |
| | New suppliers that were screened using social criteria | | | | | |
| | New suppliers that were screened using social criteria | Number | 0 | 1 | 2 | 4 |
| | | % | 0 | 100 | 100 | 100 |
| | WHA Industrial Development | Number | 0 | 0 | 1 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 4 |
| | WHA Logistics | | 0 | 1 | 0 | 0 |
| WHA Digital Platform | 0 | | 0 | 1 | 0 | |
| 414-2 | Negative social impacts in the supply chain and actions taken | | | | | |
| | Number of suppliers assessed for social impacts | Number | N/A | 9 | 29 | 21 |
| | WHA Industrial Development | | N/A | 0 | 9 | 5 |
| | WHA Utilities and Power | | N/A | 9 | 16 | 14 |
| | WHA Logistics | | N/A | 0 | 1 | 1 |
| | WHA Digital Platform | | N/A | 0 | 3 | 1 |
| | Number of suppliers identified as having significant actual and potential negative social impacts. | | N/A | 0 | 0 | 0 |
| | WHA Industrial Development | | N/A | N/A | 0 | 0 |
| | WHA Utilities and Power | | N/A | 0 | 0 | 0 |
| | WHA Logistics | | N/A | N/A | 0 | 0 |
| WHA Digital Platform | N/A | | N/A | 0 | 0 | |
| S&P CSA | Total tier 1 supplier | | | | | |
| | Absolute number of suppliers | Number | N/A | 745 | 638 | 594 |
| | Share of total procurement spent | % | N/A | 100 | 100 | 100 |
| | Critical tier 1 suppliers | | | | | |
| | Absolute number of suppliers | Number | N/A | 35 | 29 | 21 |
| | Share of total procurement spent | % | N/A | 81 | 81 | 81 |
| | Critical non-tier 1 suppliers | | | | | |
| | Absolute number of suppliers | Number | N/A | 0 | 2 | 4 |
| | Supply chain risk exposure | | | | | |
| | Tier 1 suppliers assessed (for sustainability risks) in the last 3 years | Number | N/A | N/A | 638 | 594 |
| | | % | N/A | N/A | 100 | 100 |
| | Tier 1 suppliers classified as high-risk | Number | N/A | N/A | 0 | 0 |
| | | % | N/A | N/A | 0 | 0 |
| | S&P CSA | Critical non Tier 1 suppliers assessed (for sustainability risks) in the last 3 years | Number | N/A | N/A | 2 |
| Critical non Tier 1 suppliers classified as high-risk | | Number | N/A | N/A | 0 | 0 |
| Supplier Risk Management Measures | | | | | | |
| Critical suppliers assessed annually | | % | N/A | 72 | 100 | 100 |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|--|------|--------------------------|-------|-------|------|
| | Suppliers with high sustainability risk | | | | | |
| | Suppliers with high sustainability risk assessed (ongoing sustainability monitoring) annually | % | N/A | N/A | 0 | 0 |
| | Percentage of current suppliers with high sustainability risk which have corrective action plans | % | N/A | N/A | 100 | 100 |
| | Percentage of current high sustainability risk suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch | % | N/A | N/A | 100 | 100 |
| | Supply Chain KPIs | | | | | |
| | KPI 1: % of Acknowledgement of Supplier Code of Conduct | | Target: 100% | | | |
| | | | Target Year: 2023 | | | |
| | % of Acknowledgement of Supplier Code of Conduct | % | 0 | 25.26 | 43.75 | 100% |
| | KPI 2: % of New Supplier Screening using Pre-Questionnaire Form | | Target: 100% | | | |
| | | | Target Year: 2023 | | | |
| | % of New Supplier Screening using Pre-Questionnaire Form | % | 0 | 100 | 100 | 100% |
| | KPI 3: % of Existing Supplier ESG Performance Evaluation | | Target: 100% | | | |
| | | | Target Year: 2023 | | | |
| | % of Existing Supplier ESG Performance Evaluation | % | 0 | 100 | 100 | 100% |

Customer Relationship Management

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---|---|---------------------------------|-------|-------|-------|------|
| S&P CSA | Satisfaction Measurement | | | | | |
| | Satisfied Respondents (as % of % of satisfied respondents out of total number of respondents to survey) | % | 87 | 89 | 90 | 86 |
| | | Target: 90 Target Year: 2022 | | | | |
| Data coverage (% of customers/consumers surveyed) | % | 99.98 | 99.98 | 99.98 | 99.98 | |

Customer Privacy

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|----------------------|---|----------|------|------|------|------|
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | | | | | |
| | Total number of substantiated complaints received concerning breaches of customer privacy | Number | 0 | 0 | 0 | 0 |
| | Complaints received from outside parties and substantiated by the organization | Incident | 0 | 0 | 0 | 0 |
| | WHA Industrial Development | | 0 | 0 | 0 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 0 |
| | WHA Logistics | | 0 | 0 | 0 | 0 |
| | WHA Digital Platform | 0 | 0 | 0 | 0 | |
| | Complaints from regulatory bodies | Incident | 0 | 0 | 0 | 0 |
| | WHA Industrial Development | | 0 | 0 | 0 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 0 |
| | WHA Logistics | | 0 | 0 | 0 | 0 |
| | WHA Digital Platform | 0 | 0 | 0 | 0 | |
| | Total number of identified leaks, thefts, of losses of customer data | Incident | 0 | 0 | 0 | 0 |
| | WHA Industrial Development | | 0 | 0 | 0 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 0 |
| | WHA Logistics | | 0 | 0 | 0 | 0 |
| WHA Digital Platform | 0 | 0 | 0 | 0 | | |

Information Security/ Cybersecurity

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|----------------------|---|----------|------|------|------|------|
| S&P CSA | Information Security/ Cybersecurity breach cases | | | | | |
| | Total number of information security breaches | Incident | 0 | 0 | 0 | 0 |
| | WHA Industrial Development | | 0 | 0 | 0 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 0 |
| | WHA Logistics | | 0 | 0 | 0 | 0 |
| | WHA Digital Platform | | 0 | 0 | 0 | 0 |
| | Total number of clients, customers and employees affected by the breaches | Incident | 0 | 0 | 0 | 0 |
| | WHA Industrial Development | | 0 | 0 | 0 | 0 |
| | WHA Utilities and Power | | 0 | 0 | 0 | 0 |
| | WHA Logistics | | 0 | 0 | 0 | 0 |
| WHA Digital Platform | 0 | | 0 | 0 | 0 | |

ENVIRONMENT PERFORMANCE

Waste

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|--|--------------|----------|----------|----------|----------|
| 306-3 | Waste composition | | | | | |
| | Total Waste | Tons | 5,492.90 | 9,234.87 | 8,180.07 | 7,574.59 |
| | Hazardous waste | | 6.93 | 8.24 | 8.69 | 8.78 |
| | Non-hazardous waste | | 5,485.97 | 9,226.63 | 8,171.38 | 7,565.81 |
| 306-4 | Hazardous waste diverted from disposal by recovery option | | | | | |
| | Total | Tons | 5.93 | 7.41 | 7.02 | 7.99 |
| | - Preparation for reuse | | 0 | 0 | 0 | 0 |
| | - Recycling | | 0 | 0 | 0 | 0 |
| | - On-site storage | | 5.93 | 7.41 | 7.02 | 7.99 |
| | Non-hazardous waste diverted from disposal by recovery option | | | | | |
| | Total | Tons | 487.12 | 3,732.12 | 5,638.74 | 5,823.24 |
| | - Preparation for reuse | | 0 | 2,000.00 | 0 | 0 |
| | - Recycling | | 0 | 23.94 | 4,319.12 | 3,957.87 |
| | - On-site storage | | 487.12 | 1,708.18 | 1,319.62 | 1,865.37 |
| S&P CSA | Total waste recycled / reused | Tons | 0 | 2,023.94 | 4,319.12 | 3,957.87 |
| | Total waste disposed | Tons | 4,999.85 | 5,495.34 | 2,534.31 | 1,743.37 |
| | Total waste landfilled | Tons | 4,999.85 | 5,494.51 | 2,532.64 | 1,418.95 |
| | Total incineration (with energy recovery) | | 0 | 0 | 0 | 323.63 |
| | Total incineration (without energy recovery) | | 0 | 0.83 | 1.67 | 0.79 |
| | Total waste with unknown disposal method | | 0 | 0 | 0 | 0 |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| | Target 2022 (total waste disposed) | Tons | 2,000 | | | |

Energy

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---------------------------------|--|---------------|------------------|------------------|------------------|------------------|
| 302-1 | Energy consumption within the organization | | | | | |
| | Energy consumption from non-renewable sources | | | | | |
| | Total non-renewable energy consumption | MWh | 32,309.84 | 31,508.85 | 41,150.05 | 41,673.72 |
| | Diesel / Petrol/ Gasoline | MWh | 235.43 | 571.45 | 4,883.00 | 5,649.96 |
| | Grid electricity consumption intensity ratio | MWh | 32,074.41 | 30,937.40 | 36,267.05 | 36,023.76 |
| | Total non-renewable energy consumption intensity ratio | MWh/THB mm | 2.96 | 3.35 | 3.44 | 2.68 |
| | Target 2022 | MWh | 51,938.75 | | | |
| | Energy consumption from renewable source | | | | | |
| | Total renewable energy consumption | MWh | 623.11 | 555.99 | 863.03 | 1,656.84 |
| | Solar Power | MWh | 623.11 | 555.99 | 863.03 | 1,656.84 |
| | Percentage of electricity from renewable sources (wind, water, solar, biogas) used in buildings in portfolio | % | 1.93 | 1.76 | 2.05 | 3.82 |
| | Total energy consumption | | | | | |
| | Total | MWh | 32,932.95 | 32,064.84 | 42,013.08 | 43,330.56 |
| | Data coverage for Energy Consumption | | | | | |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| | Type of energy consumption | | | | | |
| | Electricity | MWh | 32,697.52 | 31,493.39 | 37,130.08 | 37,680.60 |
| | Heating | | 235.43 | 571.45 | 4,883.00 | 5,649.96 |
| | Cooling | | - | - | - | - |
| | Steam | | - | - | - | - |
| Type of energy sold | | | | | | |
| Electricity | MWh | N/A | N/A | 52,767.61 | 72,135.23 | |
| Heating | | - | - | - | - | |
| Cooling | | - | - | - | - | |
| Steam | | - | - | - | - | |
| 302-2 | Energy consumption outside of the organization | | | | | |
| Total energy consumption | MWh | 235.43 | 571.45 | 4,883.00 | 5,649.96 | |
| 302-3 | Energy intensity | | | | | |
| Energy intensity ratio | MWh/THB mm | 3.02 | 3.41 | 3.51 | 2.78 | |
| Energy intensity ratio | MWh/ton production | N/A | N/A | N/A | N/A | |

GHG Emission

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|--|-----------------------|--------------|--------|---------|----------|
| 305-1 | Scope 1 emissions by business unit | | 639 | 645 | 1,146 | 1,322 |
| | WHA Industrial Development | ton CO ₂ e | 556 | 748 | 639 | 699 |
| | WHA Utilities and Power | | 89 | 560 | 274 | 356 |
| | WHA Logistics | | N/A | 255 | 228 | 255 |
| | WHA Digital Platform | | N/A | N/A | 5 | 12 |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| | Target 2022 | ton CO ₂ e | 1,446 | | | |
| 305-2 | Scope 2 emissions by business unit (Market-based) | | 19,419 | 18,671 | 18,104 | 15,722 |
| | WHA Industrial Development | ton CO ₂ e | 2,296 | 1,912 | 3,041 | 2,538 |
| | WHA Utilities and Power | | 15,730 | 13,554 | 13,458 | 12,083 |
| | WHA Logistics | | 260 | 240 | 956 | 918 |
| | WHA Digital Platform | | 384 | 683 | 649 | 183 |
| | Market-based | | 19,419 | 18,671 | 18,104 | 15,722 |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| | Target 2022 | ton CO ₂ e | 22,850 | | | |
| | Location-based | ton CO ₂ e | 19,419 | 18,671 | 18,130 | 17,925 |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| | Target 2022 | ton CO ₂ e | 22,883 | | | |
| 305-3 | Scope 3 emissions by business unit | | N/A | N/A | 116,421 | 120,290 |
| | WHA Industrial Development | ton CO ₂ e | N/A | N/A | N/A | 767 |
| | WHA Utilities and Power | | N/A | N/A | N/A | 22,621 |
| | WHA Logistics | | N/A | N/A | N/A | 96,866 |
| | WHA Digital Platform | | N/A | N/A | N/A | 36 |
| | Data coverage | | % of Revenue | 100 | 100 | 100 |
| | Target 2022 | ton CO ₂ e | 146,944 | | | |
| S&P CSA | Purchased goods and services (upstream) | ton CO ₂ e | N/A | N/A | 96,921 | 109,683 |
| | Waste generated in operations | ton CO ₂ e | N/A | N/A | 14,853 | 6,326 |
| | Fuel-and-energy-related activities (not included scope 1 or scope 2) | ton CO ₂ e | N/A | N/A | 4,647 | 4,280 |
| 305-4 | GHG emissions intensity ratio | | | | | |
| | Scope 1 | Tons | 0.05 | 0.07 | 0.10 | 0.08 |
| | Scope 2 | CO ₂ e/THB | 1.78 | 1.98 | 1.51 | 1.01 |
| 305-5 | Scope 1 emissions reduction by business unit | | | | | |
| | WHA Industrial Development | ton CO ₂ e | N/A | N/A | (109) | 60 |
| | WHA Utilities and Power | | N/A | N/A | (286) | 82 |
| | WHA Logistics | | N/A | N/A | (27) | 27 |
| | WHA Digital Platform | | N/A | N/A | N/A | 7 |
| | Scope 2 emissions reduction by business unit | | | | | |
| | WHA Industrial Development | ton CO ₂ e | N/A | N/A | 1,129 | (503) |
| | WHA Utilities and Power | | N/A | N/A | (96) | (1,375) |
| | WHA Logistics | | N/A | N/A | 716 | (38) |
| | WHA Digital Platform | | N/A | N/A | (34) | (466) |
| | Scope 3 emissions reduction by business unit | ton CO ₂ e | | | | |
| | WHA Industrial Development | ton CO ₂ e | N/A | N/A | N/A | 138 |
| | WHA Utilities and Power | | N/A | N/A | N/A | (13,123) |
| | WHA Logistics | | N/A | N/A | N/A | 16,948 |
| | WHA Digital Platform | | N/A | N/A | N/A | (93) |

Water and Effluents

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---------------------------------|---|--------------|------------------|------------------|------------------|------------------|
| 303-3 | Water withdrawal by source | | | | | |
| | Total Fresh water withdrawal | MI | 67,343.64 | 64,830.39 | 69,233.39 | 66,205.07 |
| | Fresh Surface water | | 3,811.91 | 15,555.50 | 9,245.49 | 10,521.46 |
| | Fresh groundwater | | 0 | 0 | 0 | 0 |
| | Third party water | | 63,531.73 | 49,274.89 | 59,987.90 | 55,683.61 |
| | Total water withdrawal from area with water stress | MI | 8,186.47 | 7,457.07 | 7,513.29 | 5,348.80 |
| | Surface water | | N/A | N/A | N/A | N/A |
| | Third party water | | 8,186.47 | 7,457.07 | 7,513.29 | 5,348.80 |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| 303-4 | Water discharge by destination | | | | | |
| | Total water discharge | MI | 46,162.76 | 17,950.58 | 58,538.05 | 17,226.23 |
| | - Surface water | | 44,292.55 | 16,117.38 | 44,918.63 | 14,765.67 |
| | - Seawater | | 1,870.21 | 1,833.20 | 13,619.42 | 2,460.56 |
| | Total water discharge from area with water stress | MI | 2,948.53 | 2,570.31 | 2,756.09 | 2,543.68 |
| | - Surface water | | 2,948.53 | 2,570.31 | 2,756.09 | 2,543.68 |
| | - Seawater | | N/A | N/A | N/A | N/A |
| | Water discharge by category | | | | | |
| | Freshwater (≤ 1,000 mg/L Total Dissolved Solids) | MI | 44,292.55 | 16,117.038 | 24,711.40 | 14,765.67 |
| | Other water (> 1,000 mg/L Total Dissolved Solids) | | 1,870.21 | 1,833.20 | 33,826.65 | 2,460.56 |
| | Water discharge by quality and location | | | | | |
| | WHA CIE1 | | | | | |
| | pH | - | 7.20 | 7.40 | 7.42 | 7.26 |
| | Temperature | °C | 32.40 | 30.40 | 30.17 | 30.65 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 11.00 | 8.75 | 8.50 | 7.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 44.00 | 37.00 | 37.64 | 38.00 |
| | Grease and Oil | mg/L | <3.00 | <3.00 | <3.00 | <3.00 |
| | Suspended Solid (SS) | mg/L | 12.00 | 9.00 | 7.43 | 8.08 |
| | Total Dissolved Solid (TDS) | mg/L | 965.00 | 1011.00 | 1,139.00 | 1136.00 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 5.20 | 6.52 | 6.88 | 8.97 |
| | Mercury (Hg) | mg/L | 0.0002 | <0.0001 | ND | ND |
| | Selenium (Se) | mg/L | N/A | N/A | N/A | <0.0005 |
| | Cadmium (Cd) | mg/L | <0.0001 | <0.0001 | <0.0001 | ND |
| | Lead (Pb) | mg/L | 0.001 | 0.005 | 0.007 | 0.001 |
| | Arsenic (As) | mg/L | 0.003 | 0.004 | 0.003 | 0.004 |
| | Chromium (Cr) | mg/L | <0.01 | <0.01 | ND | ND |
| | Barium (Ba) | mg/L | N/A | N/A | N/A | 0.04 |
| Nickel (Ni) | mg/L | 0.1 | 0.08 | 0.05 | 0.07 | |
| Copper (Cu) | mg/L | 0.31 | 0.33 | 0.22 | 0.25 | |
| Zinc (Zn) | mg/L | 0.21 | 0.40 | 0.26 | 0.23 | |
| Sulfide as H2S | mg/L | N/A | N/A | N/A | <0.5 | |
| Cyanide as HCN | mg/L | N/A | N/A | N/A | ND | |
| Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A | |
| WHA CIE 2 | | | | | | |
| pH | - | 8.30 | 8.50 | 8.32 | 8.10 | |
| Temperature | °C | 29.7 | 30.35 | 28.58 | 30.85 | |
| Biochemical Oxygen Demand (BOD) | mg/L | 5 | 3.3 | 3.83 | 5.00 | |
| Chemical Oxygen Demand (COD) | mg/L | 51.00 | 26.00 | 33.25 | 23.00 | |
| Grease and Oil | mg/L | <3.00 | <3.00 | <3 | <3.00 | |
| Suspended Solid (SS) | mg/L | 12.00 | 14.3 | 13.83 | 10.83 | |
| Total Dissolved Solid (TDS) | mg/L | 2160.00 | 1634.00 | 1,603.00 | 1,684.67 | |
| Total Kjeldahl Nitrogen (TKN) | mg/L | 2.30 | 1.86 | 1.90 | 2.25 | |
| Mercury (Hg) | mg/L | 0.0003 | <0.0001 | ND | ND | |
| Selenium (Se) | mg/L | N/A | N/A | N/A | ND | |
| Cadmium (Cd) | mg/L | <0.0001 | <0.0001 | ND | ND | |
| Lead (Pb) | mg/L | <0.0002 | <0.0002 | <0.0002 | ND | |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---------------------------|---------------------------------|------|--------|----------|---------|----------|
| | Arsenic (As) | mg/L | 0.01 | 0.007 | 0.008 | 0.005 |
| | Chromium (Cr) | mg/L | <0.01 | <0.01 | ND | ND |
| | Barium (Ba) | mg/L | N/A | N/A | N/A | 0.035 |
| | Nickel (Ni) | mg/L | 0.02 | 0.006 | 0.006 | 0.010 |
| | Copper (Cu) | mg/L | 0.00 | 0.004 | 0.022 | 0.002 |
| | Zinc (Zn) | mg/L | 0.16 | 0.05 | 0.04 | 0.06 |
| | Sulfide as H ₂ S | mg/L | N/A | N/A | N/A | <0.5 |
| | Cyanide as HCN | mg/L | N/A | N/A | N/A | ND |
| | Chloride as Cl ₂ | mg/L | N/A | N/A | N/A | N/A |
| ESIE Please 1 | | | | | | |
| | pH | - | 7.69 | 7.60 | 7.80 | 7.50 |
| | Temperature | °C | 29.80 | 29.60 | 29.00 | 29.40 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 3.00 | 4.00 | 4.30 | 3.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 44.00 | 31.00 | 31.67 | 43.00 |
| | Grease and Oil | mg/L | <3.00 | <3.00 | <3.00 | <3.00 |
| | Suspended Solid (SS) | mg/L | 10.00 | <5.00 | 10.00 | 5.42 |
| | Total Dissolved Solid (TDS) | mg/L | 890.00 | 1,105.00 | 736.00 | 1,415.00 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 2.70 | 2.50 | 8.90 | 4.88 |
| | Mercury (Hg) | mg/L | 0.0003 | <0.0001 | ND | ND |
| | Selenium (Se) | mg/L | 0.0004 | 0.0002 | <0.0001 | ND |
| | Cadmium (Cd) | mg/L | 0.0001 | <0.0001 | ND | ND |
| | Lead (Pb) | mg/L | 0.0003 | <0.0002 | <0.0002 | ND |
| | Arsenic (As) | mg/L | 0.005 | 0.005 | 0.002 | 0.005 |
| | Trivalent Chromium (Cr+3) | mg/L | <0.01 | <0.01 | <0.01 | <0.01 |
| | Hexavalent Chromium (Cr+6) | mg/L | <0.01 | <0.01 | 0.042 | ND |
| | Barium (Ba) | mg/L | 0.11 | 0.11 | 0.06 | 0.12 |
| | Nickel (Ni) | mg/L | 0.07 | 0.07 | 0.0005 | 0.08 |
| | Copper (Cu) | mg/L | 0.003 | 0.003 | 0.11 | 0.003 |
| | Zinc (Zn) | mg/L | 0.12 | 0.12 | <0.5 | 0.09 |
| | Sulfide as H ₂ S | mg/L | <0.50 | <0.50 | <0.005 | <0.50 |
| | Cyanide as HCN | mg/L | <0.005 | 0.009 | N/A | 0.012 |
| | Chloride as Cl ₂ | mg/L | N/A | N/A | N/A | N/A |
| ESIE Phase 2B | | | | | | |
| | pH | - | 7.60 | 7.60 | 8.2 | 7.64 |
| | Temperature | °C | 30.10 | 29.80 | 29.29 | 29.69 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 5.00 | 4.00 | 4.7 | 7.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 45.00 | 24.00 | 41.45 | 36.00 |
| | Grease and Oil | mg/L | <3.00 | <3.00 | <3 | 3.00 |
| | Suspended Solid (SS) | mg/L | 9.00 | 11.00 | 15.45 | 13.67 |
| | Total Dissolved Solid (TDS) | mg/L | 905.00 | 744.00 | 593.50 | 851.00 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 2.50 | 1.50 | 1.36 | 4.01 |
| | Mercury (Hg) | mg/L | 0.0001 | <0.0001 | ND | ND |
| | Selenium (Se) | mg/L | 0.0001 | 0.0003 | N/A | ND |
| | Cadmium (Cd) | mg/L | 0.0001 | ND | ND | ND |
| | Lead (Pb) | mg/L | 0.0002 | 0.0003 | 0.0003 | ND |
| | Arsenic (As) | mg/L | 0.002 | 0.002 | 0.0025 | 0.002 |
| | Trivalent Chromium (Cr+3) | mg/L | <0.01 | <0.01 | <0.01 | <0.01 |
| | Hexavalent Chromium (Cr+6) | mg/L | <0.01 | <0.01 | N/A | ND |
| | Barium (Ba) | mg/L | 0.03 | 0.02 | N/A | 0.04 |
| | Nickel (Ni) | mg/L | 0.009 | 0.016 | 0.035 | 0.008 |
| | Copper (Cu) | mg/L | 0.001 | 0.0013 | 0.0019 | <0.0005 |
| | Zinc (Zn) | mg/L | 0.05 | 0.073 | 0.033 | 0.024 |
| | Sulfide as H ₂ S | mg/L | <0.50 | <0.50 | N/A | <0.50 |
| | Cyanide as HCN | mg/L | <0.005 | <0.005 | N/A | <0.005 |
| | Chloride as Cl ₂ | mg/L | N/A | N/A | N/A | N/A |
| WHA ESIE 1 Phase 1 | | | | | | |
| | pH | - | 7.70 | 7.50 | 8.0 | 7.55 |
| | Temperature | °C | 30.00 | 30.00 | 30.70 | 29.31 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 10.16 | 6.80 | 6.4 | 9.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 50.26 | 30 | 51.25 | 42.00 |
| | Grease and Oil | mg/L | 3.00 | 3.00 | <3 | 3.00 |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---------------------------|---------------------------------|------|--------------|--------------|---------|--------|
| | Suspended Solid (SS) | mg/L | 17.16 | 12.16 | 7.50 | 11.92 |
| | Total Dissolved Solid (TDS) | mg/L | 626.00 | 647.00 | 1391 | 898 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 7.80 | 8.9 | 2.8 | 18.85 |
| | Mercury (Hg) | mg/L | 0.0001 | 0.0001 | ND | ND |
| | Selenium (Se) | mg/L | 0.0003 | 0.0003 | 0.0003 | ND |
| | Cadmium (Cd) | mg/L | 0.0001 | 0.0002 | <0.0001 | ND |
| | Lead (Pb) | mg/L | 0.0003 | 0.0007 | 0.0003 | ND |
| | Arsenic (As) | mg/L | 0.0055 | 0.0023 | 0.005 | 0.002 |
| | Chromium (Cr) | mg/L | 0.01 | 0.01 | <0.01 | <0.01 |
| | Barium (Ba) | mg/L | 0.035 | 0.033 | <0.01 | 0.044 |
| | Nickel (Ni) | mg/L | 0.07 | 0.10 | 0.14 | 0.08 |
| | Copper (Cu) | mg/L | 0.0007 | 0.0009 | 0.09 | 0.0009 |
| | Zinc (Zn) | mg/L | 0.04 | 0.04 | 0.002 | 0.065 |
| | Sulfide as H2S | mg/L | 0.50 | 0.60 | 0.14 | 0.53 |
| | Cyanide as HCN | mg/L | 0.005 | 0.005 | <0.5 | ND |
| | Chloride as Cl2 | mg/L | N/A | N/A | <0.005 | N/A |
| WHA ESIE 1 Phase 3 | | | | | | |
| | pH | - | 7.5 | 7.5 | 8.7 | 7.48 |
| | Temperature | °C | 29.36 | 29.60 | N/A | 29.62 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 8.1 | 5.8 | 2.1 | 7.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 49.17 | 33 | 28.8 | 39.00 |
| | Grease and Oil | mg/L | 3 | 4 | 3 | 3.00 |
| | Suspended Solid (SS) | mg/L | 8.7 | 7.6 | N/A | 7.75 |
| | Total Dissolved Solid (TDS) | mg/L | 319 | 294 | 291 | 452 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 9.70 | 17.10 | N/A | 6.29 |
| | Mercury (Hg) | mg/L | 0.0001 | 0.0005 | ND | ND |
| | Selenium (Se) | mg/L | 0.0003 | 0.0002 | <0.0001 | ND |
| | Cadmium (Cd) | mg/L | 0.0001 | 0.0001 | ND | ND |
| | Lead (Pb) | mg/L | 0.0002 | 0.0004 | 0.0002 | ND |
| | Arsenic (As) | mg/L | 0.0059 | 0.0035 | 0.002 | 0.004 |
| | Chromium (Cr) | mg/L | 0.01 | 0.01 | ND | <0.01 |
| | Barium (Ba) | mg/L | 0.06 | 0.07 | 0.01 | 0.04 |
| | Nickel (Ni) | mg/L | 0.002 | 0.002 | 0.0011 | 0.002 |
| | Copper (Cu) | mg/L | 0.0007 | 0.0008 | 0.0007 | 0.0007 |
| | Zinc (Zn) | mg/L | 0.02 | 0.03 | 0.01 | 0.01 |
| | Sulfide as H2S | mg/L | 0.7 | 0.5 | N/A | <0.5 |
| | Cyanide as HCN | mg/L | 0.005 | 0.005 | N/A | <0.005 |
| | Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A |
| WHA ESIE 2 | | | | | | |
| | pH | - | 8.75 | 8.37 | 8.20 | 8.02 |
| | Temperature | °C | 31.00 | 29.95 | 29.29 | 29.40 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 5.00 | 5.59 | 4.7 | 5.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 52.00 | 35.50 | 41.45 | 51.00 |
| | Grease and Oil | mg/L | <3 | <3 | <3 | <3 |
| | Suspended Solid (SS) | mg/L | 17.00 | 15.32 | 15.45 | 21.50 |
| | Total Dissolved Solid (TDS) | mg/L | 668.00 | 629.45 | 593.5 | 483.9 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 3 | 2.26 | 1.36 | 3.02 |
| | Mercury (Hg) | mg/L | 0.002 | 0.0001 | ND | ND |
| | Selenium (Se) | mg/L | N/A | N/A | N/A | N/A |
| | Cadmium (Cd) | mg/L | Not detected | Not detected | ND | ND |
| | Lead (Pb) | mg/L | 0.0002 | 0.0002 | 0.0003 | ND |
| | Arsenic (As) | mg/L | 0.004 | 0.004 | 0.0025 | 0.002 |
| | Chromium (Cr) | mg/L | <0.01 | <0.01 | <0.01 | <0.01 |
| | Barium (Ba) | mg/L | N/A | N/A | N/A | N/A |
| | Nickel (Ni) | mg/L | 0.008 | 0.02 | 0.035 | 0.064 |
| | Copper (Cu) | mg/L | 0.001 | 0.001 | 0.0019 | 0.0039 |
| | Zinc (Zn) | mg/L | 0.02 | 0.02 | 0.033 | 0.129 |
| | Sulfide as H2S | mg/L | N/A | N/A | N/A | N/A |
| | Cyanide as HCN | mg/L | N/A | N/A | N/A | N/A |
| | Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|---------------------------------|------|--------------|---------|----------|----------|
| | WHA ESIE 4 | | | | | |
| | pH | - | 7.4-8.9 | 8.0 | 8.0 | 7.43 |
| | Temperature | °C | 26.8-32.3 | 30.5 | 30.8 | 31.30 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 4-13 | 5 | 4.8 | 6.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 19-64 | 37 | 34.1 | 38.00 |
| | Grease and Oil | mg/L | <3 | <3 | <3 | 3.00 |
| | Suspended Solid (SS) | mg/L | 6-50 | 21 | 17.5 | 19.2 |
| | Total Dissolved Solid (TDS) | mg/L | 152-260 | 256 | 295 | 361 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 1.4-5.7 | 2 | 1.7 | 5.03 |
| | Mercury (Hg) | mg/L | ND, <0.0001 | <0.0001 | ND | ND |
| | Selenium (Se) | mg/L | ND, <0.0001 | 0.0002 | 0.0006 | ND |
| | Cadmium (Cd) | mg/L | ND, <0.0001 | ND, | ND | ND |
| | Lead (Pb) | mg/L | <0.0002 | 0.0004 | 0.0005 | ND |
| | Arsenic (As) | mg/L | 0.0008-0.002 | 0.0011 | 0.0010 | 0.0020 |
| | Trivalent Chromium (Cr+3) | mg/L | <0.01 | <0.01 | <0.01 | <0.01 |
| | Hexavalent Chromium (Cr+6) | mg/L | ND, <0.01 | <0.01 | ND | ND |
| | Barium (Ba) | mg/L | 0.02-0.04 | 0.04 | 0.05 | 0.06 |
| | Nickel (Ni) | mg/L | 0.0006-0.001 | 0.001 | 0.002 | 0.004 |
| | Copper (Cu) | mg/L | 0.001-0.006 | 0.007 | 0.0059 | 0.015 |
| | Zinc (Zn) | mg/L | 0.01-0.13 | 0.10 | 0.03 | 0.18 |
| | Sulfide as H2S | mg/L | <0.05 | <0.05 | <0.5 | <0.5 |
| | Cyanide as HCN | mg/L | <0.005 | <0.005 | <0.005 | <0.005 |
| | Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A |
| | WHA EIE | | | | | |
| | pH | - | 8.00 | 8.50 | 8.45 | 8.32 |
| | Temperature | °C | 34.00 | 34.30 | 34.60 | 34.80 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 2.00 | 4.00 | 4.00 | 3.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 49.00 | 20.00 | 42.58 | 38.00 |
| | Grease and Oil | mg/L | 3.00 | 3.00 | <3.0 | <3.0 |
| | Suspended Solid (SS) | mg/L | 22.00 | 17.00 | 11.16 | 24.25 |
| | Total Dissolved Solid (TDS) | mg/L | 2405.00 | 2430.00 | 2,417.00 | 2,070.00 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 3.00 | 2.50 | 2.27 | 1.77 |
| | Mercury (Hg) | mg/L | 0.00 | 0.0001 | <0.0001 | ND |
| | Selenium (Se) | mg/L | 0.00 | 0.0007 | 0.0008 | 0.0008 |
| | Cadmium (Cd) | mg/L | 0.00 | 0.0012 | 0.0020 | 0.0020 |
| | Lead (Pb) | mg/L | 0.00 | 0.0011 | 0.0006 | 0.0019 |
| | Arsenic (As) | mg/L | 0.00 | 0.007 | 0.006 | 0.005 |
| | Chromium (Cr) | mg/L | N/A | N/A | ND | <0.01 |
| | Barium (Ba) | mg/L | 0.00 | 0.017 | 0.17 | 0.12 |
| | Nickel (Ni) | mg/L | 0.00 | 0.034 | 0.023 | 0.019 |
| | Copper (Cu) | mg/L | 0.00 | 0.011 | 0.004 | 0.005 |
| | Zinc (Zn) | mg/L | 0.00 | 0.49 | 0.36 | 0.23 |
| | Sulfide as H2S | mg/L | 1.00 | <0.5 | <0.5 | <0.5 |
| | Cyanide as HCN | mg/L | 0.00 | 0.015 | 0.016 | 0.009 |
| | Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A |
| | WHA RIL | | | | | |
| | pH | - | 7.00 | 6.80 | 7.00 | 6.87 |
| | Temperature | °C | 31.00 | 32.25 | 29.50 | 32.33 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 8.00 | 8.00 | 7.83 | 8.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 49.00 | 37.00 | 37.16 | 39.00 |
| | Grease and Oil | mg/L | 3.00 | 4.00 | <3.0 | <3.0 |
| | Suspended Solid (SS) | mg/L | 10.00 | 11.00 | 10.83 | 13.58 |
| | Total Dissolved Solid (TDS) | mg/L | 1083.00 | 1211.00 | 1,224.00 | 1,049.00 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 11.00 | 5.00 | 9.10 | 13.20 |
| | Mercury (Hg) | mg/L | ND | <0.0001 | <0.0001 | ND |
| | Selenium (Se) | mg/L | N/A | N/A | 0.0004 | ND |
| | Cadmium (Cd) | mg/L | N/A | N/A | <0.0001 | ND |
| | Lead (Pb) | mg/L | N/A | N/A | 0.0010 | 0.0014 |
| | Arsenic (As) | mg/L | N/A | N/A | 0.0065 | 0.004 |
| | Chromium (Cr) | mg/L | N/A | N/A | <0.01 | <0.01 |
| | Barium (Ba) | mg/L | N/A | N/A | 0.065 | 0.050 |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|---|--------------|------------------|-----------|-----------|-----------|
| | Nickel (Ni) | mg/L | 0.00 | 0.0013 | 0.013 | 0.033 |
| | Copper (Cu) | mg/L | N/A | 0.004 | 0.003 | 0.004 |
| | Zinc (Zn) | mg/L | 0.00 | 0.24 | 0.15 | 0.30 |
| | Sulfide as H2S | mg/L | 1.00 | <0.5 | <0.5 | <0.50 |
| | Cyanide as HCN | mg/L | N/A | N/A | 0.0060 | <0.005 |
| | Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A |
| | WHA SIL | | | | | |
| | pH | - | 8.00 | 7.4 | 7.5 | 7.53 |
| | Temperature | °C | 30.00 | 31.00 | 34.6 | 30.52 |
| | Biochemical Oxygen Demand (BOD) | mg/L | 4.00 | 3.00 | 3.00 | 3.00 |
| | Chemical Oxygen Demand (COD) | mg/L | 41.00 | 40.00 | 35.00 | 28.00 |
| | Grease and Oil | mg/L | 3.00 | 3.00 | 3.00 | 3.00 |
| | Suspended Solid (SS) | mg/L | 11.00 | 12.00 | 10.60 | 9.80 |
| | Total Dissolved Solid (TDS) | mg/L | 1,073.00 | 1,207.00 | 1,263.00 | 1,268.00 |
| | Total Kjeldahl Nitrogen (TKN) | mg/L | 3.00 | 1.52 | 1.94 | 1.48 |
| | Mercury (Hg) | mg/L | ND | ND | <0.0001 | ND |
| | Selenium (Se) | mg/L | N/A | N/A | N/A | N/A |
| | Cadmium (Cd) | mg/L | <0.0001 | <0.0001 | ND | ND |
| | Lead (Pb) | mg/L | 0.00 | 0.0014 | 0.0014 | 0.0010 |
| | Arsenic (As) | mg/L | N/A | N/A | N/A | N/A |
| | Chromium (Cr) | mg/L | N/A | N/A | N/A | N/A |
| | Barium (Ba) | mg/L | N/A | N/A | N/A | N/A |
| | Nickel (Ni) | mg/L | 0.00 | 0.01 | 0.009 | 0.013 |
| | Copper (Cu) | mg/L | 0.00 | 0.06 | 0.004 | 0.003 |
| | Zinc (Zn) | mg/L | 0.00 | 0.013 | 0.060 | 0.065 |
| | Sulfide as H2S | mg/L | <0.5 | <0.5 | <0.5 | <0.5 |
| | Cyanide as HCN | mg/L | N/A | N/A | N/A | N/A |
| | Chloride as Cl2 | mg/L | N/A | N/A | N/A | N/A |
| 303-5 | Water consumption | | | | | |
| | Total water consumption from all areas | MI | 67,343.64 | 64,830.39 | 69,233.39 | 66,205.07 |
| | Total water consumption from areas with water stress | | 8,186.47 | 7,457.07 | 7,513.29 | 5,348.80 |
| | Change in water storage, if water storage has been identified as having a significant water-related impact. | | 0 | 0 | 0 | 0 |
| | Total net fresh water consumption | | 23,051.09 | 48,713.01 | 24,314.76 | 51,439.40 |
| | Data coverage | % of Revenue | 100 | 100 | 100 | 100 |
| | Target 2022 Total Fresh water consumption | MI | 82,668.61 | | | |

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

Air Emission

| GRI Standard | Performance | Unit | Standard | 2019 | 2020 | 2021 | 2022 |
|---|---|-------------------|-------------|---------------|----------------|------------------|---------------|
| THSI | Ambient air quality monitoring by industrial estate operation* | | | | | | |
| | WHA ESIE | | | | | | |
| | Location 1: Chompon Chao Phraya Temple | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.007-0.016 | 0.014-0.052 | ** 0.004-0.011 | 0.0139-0.0344 |
| | SOx | mg/m ³ | ≤ 0.3 | 0.0100-0.0120 | 0.0039-0.0100 | **0.0185-0.0204 | 0.0021-0.0024 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.028-0.053 | 0.031-0.061 | ** 0.065-0.080 | 0.019-0.035 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| | Location 2: Klong Gram Temple | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.007-0.019 | 0.004-0.027 | ** 0.006-0.008 | 0.0143-0.0268 |
| | SOx | mg/m ³ | ≤ 0.3 | 0.0097-0.0106 | 0.0031-0.0072 | **0.0217-0.0253 | 0.0018-0.0027 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.026-0.074 | 0.027-0.106 | **0.051-0.092 | 0.017-0.035 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| | Location 3: Ras Asadaram Temple | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.007-0.019 | 0.007-0.050 | ** 0.006-0.010 | 0.0136-0.0320 |
| | SOx | mg/m ³ | ≤ 0.3 | 0.0035-0.0040 | 0.0012-0.0232 | **0.0124-0.0146 | 0.0026-0.0029 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.026-0.123 | 0.047-0.216 | ** 0.114-0.236 | 0.037-0.096 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| | Location 4: Ban Wang Ta Pin | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.007-0.019 | 0.012-0.050 | ** 0.003-0.007 | 0.0132-0.0310 |
| | SOx | mg/m ³ | ≤ 0.3 | 0.0047-0.0053 | 0.0036-0.0138 | **0.0088-0.0096 | 0.0016-0.0028 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.040-0.129 | 0.035-0.307 | **0.059-0.282 | 0.018-0.100 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| | Location 5: Ban Map Lang School | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.007-0.019 | 0.009-0.054 | **0.007-0.012 | 0.0119-0.0248 |
| | SOx | mg/m ³ | ≤ 0.3 | 0.0092-0.0103 | 0.0015-0.0145 | **0.0060-0.0067 | 0.0023-0.0030 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.015-0.051 | 0.040-0.118 | **0.065-0.077 | 0.018-0.044 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| | Location 6: Sri Sattanaram Monk Center | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.003-0.016 | 0.020-0.055 | **0.005-0.011 | 0.0145-0.0312 |
| | SOx | mg/m ³ | ≤ 0.3 | 0.0050-0.0354 | 0.0029-0.0111 | **0.0045-0.0060 | 0.0022-0.0030 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.018-0.030 | 0.022-0.105 | **0.056-0.078 | 0.018-0.039 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| | WHA ESIE1 | | | | | | |
| | Location 1: Eastern Sugar Company Community School | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.016 | 0.001-0.022 | ** 0.001-0.030 | 0.0086-0.0333 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.0035-0.004 | 0.0020-0.0231 | **0.0045-0.0060 | 0.0019-0.0031 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.023-0.049 | 0.028-0.178 | **0.030-0.231 | 0.033-0.079 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.014-0.021 | 0.015-0.076 | **0.011-0.120 | 0.019-0.079 |
| | Location 2: Surasak School | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.008-0.014 | <0.001-0.0250 | **0.004-0.065 | 0.0047-0.0171 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.0003-0.004 | 0.0009-0.0119 | ** 0.0003-0.0052 | 0.0018-0.0065 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.038-0.068 | 0.023-0.223 | ** 0.021-0.251 | 0.027-0.050 |
| | Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.018-0.028 | 0.009-0.071 | **0.010-0.093 | 0.011-0.035 |
| | Location 3: Weather Station | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.031-0.038 | 0.004-0.084 | **0.011-0.018 | 0.0016-0.0230 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.002-0.012 | 0.001-0.0080 | **0.002-0.013 | 0.0012-0.0065 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.021-0.030 | 0.023-0.087 | **0.020-0.087 | 0.027-0.050 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.013-0.018 | 0.008-0.071 | **0.018-0.042 | 0.018-0.070 |
| | Location 4: Klong Gram Temple | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.031-0.038 | 0.004-0.084 | ** 0.002-0.015 | 0.0038-0.0148 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.002-0.012 | 0.001-0.0080 | ** 0.005-0.023 | 0.0016-0.0020 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.021-0.030 | 0.023-0.087 | ** 0.024-0.082 | 0.031-0.089 |
| Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.013-0.018 | 0.008-0.071 | **0.010-0.044 | 0.019-0.045 | |
| Location 5: Ban Tai Sun | | | | | | | |
| NOx | ppm | ≤ 0.17 | 0.008-0.012 | <0.001-0.017 | ** 0.009-0.033 | 0.0082-0.0188 | |
| SOx | mg/m ³ | ≤ 0.12 | 0.002-0.003 | 0.0023-0.0057 | **0.0047-0.012 | 0.0016-0.0024 | |
| Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.019-0.039 | 0.017-0.071 | **0.019-0.052 | 0.034-0.073 | |

| GRI Standard | Performance | Unit | Standard | 2019 | 2020 | 2021 | 2022 |
|---|--|-------------------|----------|---------------|---------------|-----------------|---------------|
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.014-0.020 | 0.008-0.042 | **0.013-0.044 | 0.012-0.037 |
| Location 6: Khao Kan Song Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.005-0.013 | 0.001-0.022 | ** 0.003-0.023 | 0.0025-0.0097 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.004-0.0097 | 0.0084-0.0225 | ** 0.007-0.021 | 0.0018-0.0027 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.034-0.082 | 0.023-0.097 | ** 0.023-0.097 | 0.032-0.088 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.019-0.050 | 0.014-0.055 | ** 0.017-0.050 | 0.019-0.033 |
| Location 7: Ta Kien Ku Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.010 | <0.001-0.019 | ** 0.002-0.010 | 0.0030-0.0098 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.001-0.003 | 0.0012-0.0036 | ** 0.0003-0.006 | 0.0016-0.0027 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.019-0.037 | 0.019-0.105 | ** 0.018-0.062 | 0.019-0.068 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.016-0.029 | 0.01-0.068 | ** 0.010-0.043 | 0.009-0.033 |
| Location 8: Ban Som | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.003-0.010 | <0.001-0.055 | **0.002-0.020 | 0.0019-0.0095 |
| | SOx | mg/m ³ | ≤ 0.12 | 0.0019-0.0042 | 0.0018-0.0055 | **0.0004-0.007 | 0.0019-0.0026 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.023-0.035 | 0.022-0.074 | ** 0.014-0.102 | 0.025-0.051 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.015-0.025 | 0.01-0.038 | ** 0.005-0.038 | 0.012-0.039 |
| WHA ESIE 2 | | | | | | | |
| Location 1: Ban Map Lam Bid School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.016-0.039 | 0.007-0.021 | ** <0.001-0.015 | 0.0063-0.0090 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0084-0.0089 | 0.0024-0.011 | ** 0.003-0.008 | 0.0063-0.0076 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.046-0.115 | 0.020-0.062 | ** 0.024-0.039 | 0.023-0.048 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.034-0.053 | 0.007-0.039 | **0.015-0.023 | 0.012-0.024 |
| Location 2: Industrial estate area | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.010-0.018 | 0.010-0.027 | **0.004-0.010 | 0.0089-0.0122 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0060-0.0079 | 0.0017-0.0159 | **0.002-0.003 | 0.0066-0.0079 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.049-0.071 | 0.020-0.052 | **0.017-0.030 | 0.026-0.050 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.016-0.030 | 0.013-0.039 | **0.010-0.018 | 0.014-0.032 |
| Location 3: Ban Map Lam Bid Moo. 7 | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.012 | 0.002-0.013 | **0.003-0.010 | 0.0087-0.0108 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0037-0.0047 | 0.0046-0.0084 | **0.008-0.009 | 0.0068-0.0076 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.038-0.062 | 0.023-0.120 | **0.025-0.039 | 0.018-0.041 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.024-0.031 | 0.007-0.079 | **0.014-0.024 | 0.008-0.024 |
| Location 4: Khao Kan Song Moo. 3 | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.010-0.028 | 0.004-0.017 | ** 0.002-0.009 | 0.0087-0.0109 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0042-0.0060 | 0.0035-0.0101 | ** 0.005-0.011 | 0.0063-0.0081 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.050-0.087 | 0.031-0.089 | ** 0.033-0.093 | 0.028-0.045 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.022-0.036 | 0.018-0.075 | ** 0.029-0.048 | 0.009-0.020 |
| Location 5: Chong Lom Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.002-0.008 | 0.001-0.015 | **0.003-0.010 | 0.0078-0.0108 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0029-0.0037 | 0.0024-0.0049 | **0.008-0.012 | 0.0090-0.0113 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.039-0.080 | 0.020-0.092 | **0.018-0.047 | 0.021-0.071 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.016-0.026 | 0.011-0.034 | **0.008-0.013 | 0.008-0.027 |
| Location 6: Ban Map Kla Moo. 4 | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.007-0.014 | 0.008-0.014 | **0.007-0.009 | 0.0090-0.0113 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0031-0.0092 | 0.0052-0.0118 | **0.006-0.015 | 0.0066-0.0076 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.079-0.175 | 0.010-0.069 | **0.031-0.077 | 0.036-0.220 |
| | Total Suspended Particulate matter ₁₀ (PM ₁₀) | mg/m ³ | < 0.12 | 0.034-0.076 | 0.022-0.112 | **0.014-0.029 | 0.012-0.102 |
| WHA ESIE 3 | | | | | | | |
| Location 1: Ban Ta Jam School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | - | - | - | 0.0074-0.0229 |
| | SOx | mg/m ³ | ≤ 0.30 | - | - | - | 0.0017-0.0033 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.080-0.218 | 0.040-0.295 | ***0.210-0.790 | 0.041-0.092 |

| GRI Standard | Performance | Unit | Standard | 2019 | 2020 | 2021 | 2022 |
|--|---|-------------------|----------|---------------|---------------|-----------------|---------------|
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.034-0.053 | 0.020-0.086 | ***0.071-0.175 | 0.019-0.042 |
| Location 2: Ta Jam Sub-District Hospital | | | | | | | |
| | NOx | ppm | ≤ 0.17 | - | - | - | 0.0061-0.0206 |
| | SOx | mg/m ³ | ≤ 0.30 | - | - | - | 0.0017-0.0032 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.065-0.087 | 0.037-0.019 | *** 0.039-0.061 | 0.023-0.061 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.028-0.051 | 0.078-0.036 | ***0.021-0.046 | 0.013-0.041 |
| Location 3: Huay Mara Sub-District Hospital | | | | | | | |
| | NOx | ppm | ≤ 0.17 | - | - | - | 0.0088-0.0184 |
| | SOx | mg/m ³ | ≤ 0.30 | - | - | - | 0.0017-0.0032 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.031-0.055 | 0.017-0.010 | *** 0.043-0.129 | 0.032-0.090 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.023-0.037 | 0.061-0.029 | ***0.021-0.052 | 0.022-0.080 |
| Location 4: Ban Meun Jit Sub-District Hospital | | | | | | | |
| | NOx | ppm | ≤ 0.17 | - | - | - | 0.0083-0.0216 |
| | SOx | mg/m ³ | ≤ 0.30 | - | - | - | 0.0016-0.0033 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.033-0.076 | 0.023-0.011 | *** 0.043-0.056 | 0.039-0.071 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.025-0.032 | 0.062-0.032 | ***0.020-0.030 | 0.020-0.045 |
| Location 5: Raweng School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | - | - | - | 0.0073-0.0221 |
| | SOx | mg/m ³ | ≤ 0.30 | - | - | - | 0.0018-0.0034 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.050-0.076 | 0.044-0.014 | *** 0.037-0.093 | 0.026-0.060 |
| | PM10 | mg/m ³ | < 0.12 | 0.027-0.040 | 0.086-0.036 | *** 0.020-0.041 | 0.011-0.028 |
| Location 6: Chaloejr Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | - | - | - | 0.0065-0.0194 |
| | SOx | mg/m ³ | ≤ 0.30 | - | - | - | 0.0017-0.0035 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.027-0.101 | 0.020-0.012 | *** 0.028-0.050 | 0.031-0.059 |
| | PM10 | mg/m ³ | < 0.12 | 0.020-0.033 | 0.058-0.033 | ***0.013-0.024 | 0.020-0.048 |
| WHA ESIE 4 | | | | | | | |
| Location 1: Ban Nikom Sans Ton Eng-main road | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.030 | 0.004-0.013 | ** 0.003-0.009 | 0.0012-0.0109 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0083-0.0089 | 0.0009-0.0032 | **0.0113-0.0162 | 0.0008-0.0052 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.079-0.123 | 0.024-0.074 | **0.022-0.036 | 0.023-0.055 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.038-0.066 | 0.012-0.030 | **0.028-0.042 | 0.010-0.031 |
| Location 2: Ban Nong Mapring | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.021 | 0.001-0.015 | ** 0.005-0.010 | 0.0010-0.0093 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0056-0.0060 | 0.002-0.0043 | **0.0034-0.0063 | 0.0015-0.0050 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.064-0.096 | 0.024-0.072 | **0.020-0.029 | 0.025-0.047 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.025-0.039 | 0.016-0.035 | **0.028-0.038 | 0.012-0.032 |
| Location 3: Mae Nam Ku Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.022 | 0.001-0.022 | **0.005-0.016 | 0.0030-0.0158 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0005-0.0013 | 0.0022-0.0052 | **0.0031-0.0042 | 0.0017-0.0062 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.073-0.117 | 0.013-0.032 | **0.020-0.032 | 0.019-0.038 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.011-0.043 | 0.021-0.070 | **0.028-0.040 | 0.008-0.028 |
| Location 4: Ban Mae Nam Ku | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.013-0.024 | 0.008-0.044 | **0.008-0.016 | 0.0027-0.0125 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0100-0.0114 | 0.0037-0.0145 | **0.0068-0.0168 | 0.0012-0.0077 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.074-0.115 | 0.021-0.077 | **0.025-0.037 | 0.021-0.033 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.034-0.061 | 0.012-0.040 | **0.043-0.077 | 0.009-0.011 |
| WHA CIE1 | | | | | | | |
| Location 1: Resident and commercial area within the industrial estate | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.010-0.034 | 0.006-0.018 | **<0.001-0.028 | 0.0045-0.0129 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0029-0.0183 | 0.0031-0.0047 | **0.0026-0.0079 | 0.0019-0.0066 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.110-0.146 | 0.099-0.152 | ** 0.183-0.257 | 0.043-0.064 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |

| GRI Standard | Performance | Unit | Standard | 2019 | 2020 | 2021 | 2022 |
|--|---|-------------------|----------|---------------|---------------|-----------------|---------------|
| Location 2: Bo Win School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.010 | 0.001-0.002 | ** <0.001-0.033 | 0.0015-0.0091 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0017-0.0027 | 0.0029-0.0032 | **0.0055-0.0086 | 0.0011-0.0075 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.028-0.031 | 0.085-0.205 | **0.132-0.161 | 0.021-0.026 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| Location 3: Pan Saded Nok Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.033-0.010 | 0.001 | **0.0060-0.0580 | 0.0041-0.0111 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0079-0.0088 | 0.0025-0.0026 | **0.0037-0.0081 | 0.0010-0.0055 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.016-0.031 | 0.032-0.044 | **0.157-0.167 | 0.026-0.032 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | - | - | - | - |
| WHA CIE2 | | | | | | | |
| Location 1: Hoobon Sub-District Hospital | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.003 | 0.001-0.004 | ** <0.001-0.032 | 0.0041-0.0142 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0053-0.0054 | 0.0011-0.0029 | **0.0026-0.0037 | 0.0008-0.0058 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.032-0.069 | 0.022-0.057 | **0.044-0.064 | 0.038-0.068 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.018-0.033 | 0.013-0.025 | **0.031-0.057 | 0.018-0.041 |
| Location 2: Khao Hin Lad Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.018 | 0.001-0.004 | **<0.001-0.007 | 0.0026-0.0100 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0154-0.0236 | 0.0014-0.0024 | **0.0037-0.0217 | 0.0010-0.0076 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.015-0.042 | **0.041-0.082 | **0.041-0.082 | 0.029-0.057 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.015-0.031 | 0.012-0.019 | **0.030-0.057 | 0.016-0.042 |
| Location 3: Khao Kan Song Moo.3 Community | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.004-0.030 | 0.001-0.004 | ** <0.001-0.008 | 0.0016-0.0151 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0010-0.0017 | 0.0039-0.0054 | **0.0003-0.0058 | 0.0010-0.0050 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.024-0.060 | 0.021-0.073 | **0.080-0.135 | 0.031-0.066 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.019-0.035 | 0.008-0.028 | **0.045-0.069 | 0.015-0.044 |
| Location 4: Siri Anusorn Community | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.001-0.027 | 0.004-0.007 | ** <0.001-0.035 | 0.0036-0.0153 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0192-0.0196 | 0.0120-0.0130 | **0.0173-0.0212 | 0.0010-0.0093 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.027-0.059 | 0.020-0.050 | **0.048-0.096 | 0.034-0.085 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.001-0.027 | 0.004-0.007 | **0.028-0.048 | 0.019-0.041 |
| WHA EIE | | | | | | | |
| Location 1: WHA EIE office | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.001-0.024 | 0.010-0.030 | <0.001-0.018 | 0.0015-0.0087 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0034-0.0228 | 0.0006-0.0007 | 0.0004-0.0014 | 0.0050-0.0060 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.018-0.055 | 0.037-0.083 | 0.016-0.029 | 0.016-0.049 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.020-0.115 | 0.019-0.038 | 0.020-0.047 | 0.035-0.086 |
| Location 2: Nong Fab Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.025 | 0.016-0.025 | ** <0.001-0.033 | 0.0012-0.0088 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0037-0.0436 | 0.005-0.007 | **0.0046-0.0059 | 0.0042-0.0052 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.027-0.055 | 0.046-0.097 | **0.023-0.042 | 0.030-0.045 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.047-0.096 | 0.023-0.042 | **0.038-0.065 | 0.052-0.081 |
| Location 3: Map Chalud Temple | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.016 | 0.009-0.028 | **<0.001-0.017 | 0.0018-0.0117 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.0198-0.0278 | 0.003-0.005 | **0.0014-0.0026 | 0.0047-0.0052 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.023-0.055 | 0.040-0.089 | **0.02-0.072 | 0.014-0.028 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.045-0.118 | 0.024-0.055 | **0.035-0.101 | 0.057-0.090 |
| WHA RIL | | | | | | | |
| Location 1: WHA RIL office | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.001-0.025 | 0.001-0.047 | **<0.001-0.041 | 0.0060-0.0173 |
| | SOx | mg/m ³ | ≤ 0.30 | <0.001-0.041 | 0.001-0.005 | **0.002-0.006 | 0.0009-0.0032 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.015-0.032 | 0.024-0.061 | **0.013-0.039 | 0.024-0.052 |
| | PM10 | mg/m ³ | < 0.12 | 0.021-0.053 | 0.014-0.034 | **0.023-0.061 | 0.040-0.078 |

| GRI Standard | Performance | Unit | Standard | 2019 | 2020 | 2021 | 2022 |
|---|---|-------------------|----------|--------------|--------------|-----------------|---------------|
| Location 2: Ban Sam Yak Community | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.030 | <0.001-0.055 | ** <0.001-0.026 | 0.0009-0.0032 |
| | SOx | mg/m ³ | ≤ 0.30 | <0.001-0.002 | <0.001-0.004 | **<0.001-0.009 | 0.0011-0.0034 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.007-0.029 | 0.019-0.070 | **0.018-0.048 | 0.028-0.071 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.017-0.049 | 0.013-0.040 | **0.030-0.066 | 0.034-0.061 |
| Location 3: Nong La Lok Community | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.001-0.029 | 0.001-0.044 | **<0.001-0.008 | 0.0024-0.0153 |
| | SOx | mg/m ³ | ≤ 0.30 | <0.001-0.006 | <0.001-0.004 | **0.003-0.008 | 0.0011-0.0031 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.013-0.027 | 0.018-0.060 | **0.015-0.031 | 0.018-0.052 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.022-0.042 | 0.010-0.23 | **0.031-0.054 | 0.028-0.071 |
| Location 4: Ban Klong Nam Yen Community | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.026 | <0.001-0.036 | **<0.001-0.032 | 0.0061-0.0145 |
| | SOx | mg/m ³ | ≤ 0.30 | <0.001-0.006 | 0.002-0.005 | **0.001-0.008 | 0.0009-0.0032 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.015-0.033 | 0.029-0.051 | **0.014-0.088 | 0.022-0.047 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.025-0.049 | 0.012-0.024 | **0.031-0.125 | 0.033-0.066 |
| WHA SIL | | | | | | | |
| Location 1: WHA SIL office | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.062 | 0.002-0.027 | **<0.001-0.020 | 0.0075-0.0132 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.002-0.007 | <0.001-0.006 | **0.002-0.003 | 0.0016-0.0045 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.069-0.121 | 0.042-0.088 | **0.016-0.021 | 0.030-0.147 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.031-0.087 | 0.026-0.057 | **0.030-0.038 | 0.019-0.054 |
| Location 2: Nong Pla Mo School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.051 | 0.002-0.024 | ** 0.002-0.018 | 0.0031-0.0056 |
| | SOx | mg/m ³ | ≤ 0.30 | <0.001-0.002 | <0.001-0.002 | ** 0.002-0.005 | 0.0016-0.0035 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.079-0.204 | 0.025-0.150 | ** 0.026-0.053 | 0.030-0.051 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.040-0.104 | 0.015-0.081 | ** 0.058-0.141 | 0.014-0.035 |
| Location 3: Bua Loi Klang School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | 0.001-0.032 | <0.001-0.041 | ** 0.003-0.017 | 0.0038-0.0070 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.001-0.002 | <0.001-0.005 | **0.001-0.005 | 0.0016-0.0034 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.073-0.132 | 0.020-0.103 | **0.014-0.023 | 0.031-0.055 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.045-0.079 | 0.016-0.068 | **0.043-0.063 | 0.019-0.029 |
| Location 4: Ban Mai Tung Din Khor School | | | | | | | |
| | NOx | ppm | ≤ 0.17 | <0.001-0.048 | 0.001-0.029 | ** 0.001-0.017 | 0.0050-0.0104 |
| | SOx | mg/m ³ | ≤ 0.30 | 0.001-0.003 | <0.001-0.003 | ** 0.002-0.005 | 0.0016-0.0038 |
| | Total Suspended Particulate (TSP) | mg/m ³ | ≤ 0.33 | 0.066-0.146 | 0.018-0.100 | ** 0.017-0.026 | 0.030-0.068 |
| | Total Suspended Particulate matter10 (PM10) | mg/m ³ | < 0.12 | 0.036-0.080 | 0.012-0.066 | ** 0.034-0.060 | 0.016-0.031 |

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

Biodiversity

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|-----------------|---|-----------------|------|----------|------------|------------|
| S&P CSA | Biodiversity Exposure & Assessment | | | | | |
| | Total number of sites and the total area used for operational activities | Number | N/A | N/A | 11 | 11 |
| | | Area (Hectares) | N/A | N/A | 7,200.3056 | 7,200.3056 |
| | Total number of sites and total area for operational activities that have conducted biodiversity impact assessments in past 5 years | Number | N/A | N/A | 11 | 11 |
| | | Area (Hectares) | N/A | N/A | 7,200.3056 | 7,200.3056 |
| | Total number of sites and total area of sites assessed in past 5 years are in close proximity to critical biodiversity | Number | N/A | N/A | 2 | 2 |
| | | Area (Hectares) | N/A | N/A | 1,532.39 | 1,532.39 |
| | Total number of sites, in close proximity to critical biodiversity, that have biodiversity management plan | Number | N/A | N/A | 2 | 2 |
| Area (Hectares) | | N/A | N/A | 1,532.39 | 1,532.39 | |

Environmental Compliance

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|---|-------|------|------|------|------|
| 307-1 | Non-compliance with environmental laws and regulations | | | | | |
| | Total number of violations of legal obligations/regulations | Cases | 0 | 0 | 0 | 0 |
| | - Significant fines | Baht | 0 | 0 | 0 | 0 |
| | - Non-monetary sanctions | Cases | 0 | 0 | 0 | 0 |
| | - Case brought through dispute resolution mechanisms | Cases | 0 | 0 | 0 | 0 |

SOCIAL PERFORMANCE

Employment

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | | |
|---|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----|
| | | | Male | Female | Male | Female | Male | Female | Male | Female | |
| 2-7 | Total number of employees | Persons | 571 | | 613 | | 615 | | 732 | | |
| | | | 372 | 199 | 395 | 218 | 390 | 225 | 458 | 274 | |
| | | | Thailand | 372 | 199 | 395 | 218 | 390 | 225 | 427 | 251 |
| | | Vietnam | N/A | N/A | N/A | N/A | N/A | N/A | 31 | 23 | |
| | Total employee by age group | | | | | | | | | | |
| | Below 30 years old | Person | 74 | 36 | 75 | 35 | 78 | 42 | 79 | 45 | |
| | | % FTEs | 21.14 | 15.25 | 20.11 | 14.77 | 21.43 | 16.28 | 17.25 | 16.42 | |
| | 30-50 years old | Person | 256 | 143 | 263 | 148 | 258 | 155 | 318 | 197 | |
| | | % FTEs | 73.14 | 60.59 | 70.51 | 62.45 | 70.88 | 60.08 | 69.43 | 71.90 | |
| | >50 years old | Person | 20 | 57 | 35 | 54 | 28 | 61 | 61 | 32 | |
| | | % FTEs | 5.71 | 24.15 | 9.38 | 22.78 | 7.69 | 23.64 | 13.32 | 11.68 | |
| | Number of new employees by region | | | | | | | | | | |
| | Thailand | Persons | 46 | 24 | 59 | 34 | 44 | 34 | 72 | 48 | |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 6 | |
| | Total new employees | | 46 | 24 | 59 | 34 | 44 | 34 | 73 | 54 | |
| | | | 70 | | 93 | | 78 | | 127 | | |
| | Employee by gender | | | | | | | | | | |
| | Thailand | Persons | 372 | 199 | 395 | 218 | 390 | 225 | 427 | 251 | |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 31 | 23 | |
| | Total number of employees | | 372 | 199 | 395 | 218 | 390 | 225 | 458 | 274 | |
| | | | 571 | | 613 | | 615 | | 732 | | |
| Permanent employees by region | | | | | | | | | | | |
| Thailand | Persons | 361 | 196 | 386 | 215 | 387 | 224 | 423 | 247 | | |
| Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 31 | 23 | | |
| Total permanent employees | | 361 | 196 | 386 | 215 | 387 | 224 | 454 | 270 | | |
| | | 557 | | 601 | | 611 | | 724 | | | |
| Temporary employees by region | | | | | | | | | | | |
| Thailand | Persons | 11 | 3 | 9 | 3 | 3 | 1 | 4 | 4 | | |
| Vietnam | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Total temporary employees | | 11 | 3 | 9 | 3 | 3 | 1 | 4 | 4 | | |
| | | 14 | | 12 | | 4 | | 8 | | | |
| Employee with disabilities | | | | | | | | | | | |
| Total | Persons | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| Non-guaranteed hours employees by region | | | | | | | | | | | |
| Thailand | Persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Vietnam | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Total Non-guaranteed hours employee | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Full-time employee by region | | | | | | | | | | | |
| Thailand | Persons | 372 | 199 | 395 | 218 | 390 | 225 | 427 | 251 | | |
| Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 31 | 23 | | |
| Total full-time employee | | 372 | 199 | 395 | 218 | 390 | 225 | 458 | 274 | | |
| | | 571 | | 613 | | 615 | | 732 | | | |
| Part-time employee by region | | | | | | | | | | | |
| Thailand | Persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Vietnam | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Total part-time employee | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | 0 | | 0 | | 0 | | 0 | | | |
| Management position | | | | | | | | | | | |
| Thailand | Persons | 95 | 83 | 94 | 96 | 97 | 99 | 111 | 110 | | |
| Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 9 | 10 | | |
| Total number of management | | 95 | 83 | 94 | 96 | 97 | 99 | 120 | 120 | | |
| | | 178 | | 190 | | 196 | | 240 | | | |
| Top management | | | | | | | | | | | |
| Thailand | Persons | 20 | 10 | 25 | 18 | 25 | 16 | 27 | 16 | | |
| Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 1 | | |
| Total top management | | 20 | 10 | 25 | 18 | 25 | 16 | 27 | 17 | | |
| | | 30 | | 43 | | 41 | | 44 | | | |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|--------------|--------------------------------|---------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| | Middle management | | | | | | | | | |
| | Thailand | Persons | 56 | 54 | 53 | 57 | 53 | 62 | 63 | 66 |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 7 | 8 |
| | Total middle management | | 56 | 54 | 53 | 57 | 53 | 62 | 70 | 74 |
| | | | 110 | | 110 | | 115 | | 144 | |
| | Junior management | | | | | | | | | |
| | Thailand | Persons | 19 | 19 | 16 | 21 | 19 | 21 | 21 | 28 |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 2 | 1 |
| | Total junior management | | 19 | 19 | 16 | 21 | 19 | 21 | 23 | 29 |
| | | | 38 | | 37 | | 40 | | 52 | |
| | Staff | | | | | | | | | |
| | Thailand | Persons | 277 | 116 | 301 | 122 | 293 | 126 | 316 | 141 |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 22 | 13 |
| | Total staff | | 277 | 116 | 301 | 122 | 293 | 126 | 338 | 154 |
| | | | 393 | | 423 | | 419 | | 492 | |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|--------------------|--|---------------------|-------|--------|----------|--------|----------|--------|-----------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| 401-1 | New employee hires | | | | | | | | | |
| | Total number of new employee hires | Persons | 46 | 24 | 59 | 34 | 44 | 34 | 73 | 54 |
| | | | 70 | | 93 | | 78 | | 127 | |
| | New hire rate | % of total employee | 12.26 | | 15.17 | | 12.68 | | 17.35 | |
| | Open positions filled by internal candidate (internal hires) | % | 10.84 | | 11.86 | | 11.54 | | 9.17 | |
| | Average Hiring Cost/ FTE | Baht | - | | 8,200.00 | | 9,300.00 | | 19,032.51 | |
| | New employee hires by region | | | | | | | | | |
| | Thailand | Persons | 46 | 24 | 59 | 34 | 44 | 34 | 72 | 48 |
| | | % of total employee | 8.06 | 4.20 | 9.62 | 5.55 | 7.15 | 5.53 | 9.84 | 6.56 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 6 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.14 | 0.82 |
| | New employee hires by nationality | | | | | | | | | |
| | Thai | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 72 | 48 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 9.84 | 6.56 |
| | Vietnamese | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 6 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.14 | 0.82 |
| | American | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.00 | 0.00 |
| | Canadian | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.00 | 0.00 |
| | French | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.00 | 0.00 |
| | Japanese | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.00 | 0.00 |
| | New employee hires by management level | | | | | | | | | |
| | Top Management | | | | | | | | | |
| | Thailand | Persons | 2 | 1 | 4 | 4 | 4 | 3 | 4 | 2 |
| | | % of total employee | 0.35 | 0.18 | 0.65 | 0.65 | 0.65 | 0.49 | 0.55 | 0.27 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | Middle Management | | | | | | | | | |
| | Thailand | Persons | 5 | 3 | 4 | 8 | 7 | 9 | 13 | 9 |
| | | % of total employee | 0.88 | 0.53 | 0.65 | 1.31 | 1.14 | 1.46 | 1.78 | 1.23 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 1 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0.14 |
| | Junior/ Low level Management | | | | | | | | | |
| | Thailand | Persons | 5 | 3 | 2 | 2 | 5 | 1 | 9 | 10 |
| | | % of total employee | 0.88 | 0.53 | 0.33 | 0.33 | 0.81 | 0.16 | 1.23 | 1.37 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 1 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0.14 |
| | New employee by age | | | | | | | | | |
| Below 30 years old | Persons | 23 | 15 | 29 | 14 | 21 | 17 | 26 | 21 | |
| | % of total employee | 4.03 | 2.63 | 4.73 | 2.28 | 3.41 | 2.76 | 3.55 | 2.87 | |
| Thailand | Persons | 23 | 15 | 29 | 14 | 21 | 17 | 26 | 18 | |
| Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 3 | |
| 30-50 years old | Persons | 23 | 10 | 40 | 22 | 23 | 20 | 46 | 33 | |
| | % of total employee | 4.03 | 1.58 | 4.89 | 3.26 | 3.74 | 2.60 | 6.28 | 4.51 | |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|-------------------------------------|---|---------------------|------|--------|------|--------|------|--------|------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| | Thailand | Persons | 23 | 9 | 30 | 20 | 23 | 16 | 45 | 30 |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 3 |
| | Over 50 years old | Persons | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | | % of total employee | 0 | 0 | 0 | 0 | 0 | 0.15 | 0.14 | 0.00 |
| | Thailand | Persons | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | Vietnam | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| Turnover rate | | | | | | | | | | |
| | Total employee turnover | Persons | 30 | 17 | 25 | 10 | 25 | 22 | 24 | 22 |
| | | | 47 | 35 | 47 | 46 | | | | |
| | Dismissal of Employees | Persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Voluntary Leave | Persons | 30 | 17 | 25 | 10 | 25 | 22 | 24 | 22 |
| | Turnover rate | % of total employee | 8.23 | | 5.71 | | 7.64 | | 6.28 | |
| | Voluntary employee turnover | % of total employee | 8.23 | | 5.71 | | 7.64 | | 6.28 | |
| | Data coverage (as % of all FTEs globally) | % | 100 | | 100 | | 100 | | 100 | |
| Employee turnover by region | | | | | | | | | | |
| | Thailand | Persons | 28 | 16 | 22 | 10 | 25 | 19 | 23 | 21 |
| | | % of total employee | 4.90 | 2.80 | 3.59 | 1.63 | 4.07 | 3.09 | 3.14 | 2.87 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 1 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.14 | 0.14 |
| Employee turnover by age | | | | | | | | | | |
| | Below 30 years old | Persons | 9 | 6 | 4 | 2 | 4 | 9 | 5 | 5 |
| | | % of total employee | 1.58 | 1.05 | 0.65 | 0.33 | 0.65 | 1.46 | 0.68 | 0.68 |
| | 30-50 years old | Persons | 21 | 11 | 18 | 8 | 20 | 13 | 18 | 17 |
| | | % of total employee | 3.68 | 1.93 | 2.94 | 1.31 | 3.25 | 2.11 | 2.46 | 2.32 |
| | Over 50 years old | Persons | 0 | 0 | 3 | 0 | 1 | 0 | 1 | 0 |
| | | % of total employee | 0.00 | 0.00 | 0.49 | 0.00 | 0.16 | 0.00 | 0.14 | 0.00 |
| Turnover by management level | | | | | | | | | | |
| Top Management | | | | | | | | | | |
| | Thailand | Persons | 4 | 0 | 1 | 0 | 2 | 2 | 1 | 1 |
| | | % of total employee | 0.70 | 0.00 | 0.16 | 0.00 | 0.33 | 0.33 | 0.14 | 0.14 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.00 | 0.00 |
| Middle Management | | | | | | | | | | |
| | Thailand | Persons | 5 | 2 | 5 | 2 | 7 | 3 | 4 | 6 |
| | | % of total employee | 0.88 | 0.35 | 0.82 | 0.33 | 1.14 | 0.49 | 0.55 | 0.82 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.14 | 0.00 |
| Junior/ Low level Management | | | | | | | | | | |
| | Thailand | Persons | 2 | 2 | 3 | 1 | 2 | 1 | 3 | 2 |
| | | % of total employee | 0.35 | 0.35 | 0.49 | 0.16 | 0.33 | 0.16 | 0.41 | 0.27 |
| | Vietnam | Persons | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | % of total employee | N/A | N/A | N/A | N/A | N/A | N/A | 0.00 | 0.00 |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|--------------|---|-----------------|----------|--------|----------|----------|-----------|----------|----------|-----------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| 404-1 | Employee training | | | | | | | | | |
| | Total number of training hours provided to employees | Hours | 15,654 | | 5,860 | | 17,646 | | 18,798 | |
| | | | 9,725 | 5,929 | 3,987 | 1,873 | 10,450 | 7,196 | 11,383 | 7,415 |
| | Average hours of training and development | Hours/FTE /Year | 27.41 | | 9.56 | | 28.69 | | 25.68 | |
| | | | 26.94 | 30.25 | 10.30 | 8.75 | 27.00 | 32.12 | 26.66 | 29.54 |
| | Average amount spent on FTE on training and development | Baht | - | | 3,523.17 | | 2,766.48 | | 9,520.85 | |
| | | | - | - | 3,838.37 | 2,953.14 | 2,326.27 | 3,527.62 | 8,847.43 | 12,714.80 |
| | Total number of training hours provided to employees by business units | | | | | | | | | |
| | WHA Industrial Development | Hours | 5,230 | 2,686 | 935 | 864 | 5,527 | 4,079 | 5,007 | 3,692 |
| | WHA Utilities and Power | | 1,347 | 408 | 2,187 | 276 | 3,145 | 726 | 3,443 | 924 |
| | WHA Logistics | | 2,632 | 2,755 | 832 | 730 | 1,600 | 2,360 | 2,472 | 2,638 |
| | WHA Digital Platform | | 516 | 80 | 33 | 3 | 178 | 31 | 459 | 158 |
| | Average training hours by business units | | | | | | | | | |
| | WHA Industrial Development | Hours | 26.28 | 24.87 | 4.35 | 7.00 | 27.77 | 36.75 | 29.84 | 36.51 |
| | WHA Utilities and Power | | 14.64 | 22.67 | 20.63 | 12.00 | 25.99 | 23.41 | 30.41 | 31.67 |
| | WHA Logistics | | 46.18 | 40.51 | 16.00 | 11.22 | 28.57 | 29.13 | 38.62 | 29.31 |
| | WHA Digital Platform | | 39.69 | 40.00 | 2.36 | 1.50 | 16.21 | 30.96 | 38.25 | 39.50 |
| | Average hours of training by employee category | | | | | | | | | |
| | Total number of executives | Persons | 30 | | 43 | | 41 | | 44 | |
| | Total number of training hours provided to executives | Hour | 280.00 | | 225.00 | | 803.77 | | 2,026.00 | |
| | Average hours of training for executives | Hour | 9.33 | | 5.23 | | 19.60 | | 46.05 | |
| | Total number of middle management | Persons | 110 | | 110 | | 115 | | 144 | |
| | Total number of training hours provided to middle management | Hour | 58.00 | | 1,711.00 | | 3,905.94 | | 7,564.50 | |
| | Average hours of training for middle management | Hour | 0.53 | | 15.55 | | 33.96 | | 52.53 | |
| | Total number of junior management | Persons | 38 | | 37 | | 40 | | 52 | |
| | Total number of training hours provided to junior management | Hour | - | | 388.00 | | 1,539.38 | | 232.00 | |
| | Average hours of training for middle management | Hour | - | | 10.49 | | 38.48 | | 4.46 | |
| | Total number of staff | Person | 393 | | 423 | | 419 | | 492 | |
| | Total number of training hours provided to staffs | Hour | 1,258.00 | | 3,535.50 | | 11,396.88 | | 8,975.00 | |
| | Average hours of training for staffs | Hour | 3.20 | | 8.36 | | 27.20 | | 18.24 | |
| | Average hours of training by age group | | | | | | | | | |
| | Below 30 years old | Hours/FTE /Year | - | - | - | - | - | - | 19.18 | 26.44 |
| | 30-50 years old | | - | - | - | - | - | - | 27.16 | 17.06 |
| | Over 50 years old | | - | - | - | - | - | - | 20.18 | 17.06 |
| | Average hours of training by training type | | | | | | | | | |
| | In-house training | Hours/FTE /Year | - | - | - | - | - | - | 22.00 | 25.00 |
| | Public training | | - | - | - | - | - | - | 3.00 | 2.00 |
| | Average hours of training by nationality | | | | | | | | | |
| | Thai | Hours/FTE/ Year | - | - | - | - | - | - | 26.66 | 29.54 |
| | Others | | - | - | - | - | - | - | 0.00 | 0.00 |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|----------------------------|---|---------|--------|--------|--------|--------|--------|--------|-------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| | Human Capital Return on Investment | | | | | | | | | |
| | Human Capital Return on Investment (Normalized Basis-) | Times | 11.54 | | 10.45 | | 11.49 | | 13.51 | |
| | Human Capital Return on Investment (Reported Basis) | Times | 14.40 | | 10.49 | | 11.78 | | 13.52 | |
| 401-3 | Parental leave | | | | | | | | | |
| | Employees that were entitled to parental leave | Person | - | 199 | - | 218 | - | 225 | - | 274 |
| | WHA Industrial Development | | - | 108 | - | 114 | - | 111 | - | 143 |
| | WHA Utilities and Power | | - | 18 | - | 23 | - | 31 | - | 37 |
| | WHA Logistics | | - | 68 | - | 76 | - | 81 | - | 90 |
| | WHA Digital | | - | 5 | - | 5 | - | 2 | - | 4 |
| | Total employees that took parental leave | Person | - | 2 | - | 5 | - | 1 | - | 7 |
| | WHA Industrial Development | | - | 1 | - | 0 | - | 0 | - | 3 |
| | WHA Utilities and Power | | - | 0 | - | 1 | - | 0 | - | 0 |
| | WHA Logistics | | - | 1 | - | 4 | - | 1 | - | 4 |
| | WHA Digital | | - | 0 | - | 0 | - | 0 | - | 0 |
| | Total employees that returned to work in the reporting period after parental leave ended | Person | - | 2 | - | 5 | - | 1 | - | 7 |
| | WHA Industrial Development | | - | 1 | - | 0 | - | 0 | - | 3 |
| | WHA Utilities and Power | | - | 0 | - | 1 | - | 0 | - | 0 |
| | WHA Logistics | | - | 1 | - | 4 | - | 1 | - | 4 |
| | WHA Digital | | - | 0 | - | 0 | - | 0 | - | 0 |
| | Total employees that returned to work after parental leave ended that were still employed 12 months after their return to work | Person | - | 2 | - | 5 | - | 1 | - | 7 |
| | WHA Industrial Development | | - | 1 | - | 0 | - | 0 | - | 3 |
| | WHA Utilities and Power | | - | 0 | - | 1 | - | 0 | - | 0 |
| | WHA Logistics | | - | 1 | - | 4 | - | 1 | - | 4 |
| | WHA Digital | | - | 0 | - | 0 | - | - | - | 0 |
| | Total return to work rate | % | - | 100 | - | 100 | - | 100 | - | 100 |
| | WHA Industrial Development | | - | 100 | - | - | - | - | - | 100 |
| | WHA Utilities and Power | | - | - | - | 100 | - | - | - | - |
| | WHA Logistics | | - | 100 | - | 100 | - | 100 | - | 100 |
| | WHA Digital | | - | - | - | - | - | - | - | - |
| | Total retention rate | % | - | 100 | - | 100 | - | 100 | - | 100 |
| WHA Industrial Development | - | | 100 | - | - | - | - | - | 100 | |
| WHA Utilities and Power | - | | - | - | 100 | - | - | - | - | |
| WHA Logistics | - | | 100 | - | 100 | - | 100 | - | 100 | |
| WHA Digital | - | | - | - | - | - | - | - | - | |
| 404-3 | Employees receiving regular performance and career development reviews | | | | | | | | | |
| | Total number of employees receiving regular performance and career development reviews by gender | Persons | 372 | 199 | 395 | 218 | 390 | 225 | 454 | 270 |
| | | % | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 99.13 | 98.54 |
| | Performance review by employee category | | | | | | | | | |
| | Total number of executives who received regular performance and career development reviews | Persons | 30 | | 43 | | 41 | | 44 | |
| | | | 14 | | 20 | | 19 | | 20 | |
| | | | 7 | | 8 | | 7 | | 8 | |
| | | | 8 | | 14 | | 14 | | 15 | |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|-------------------------------------|---|--------------------------------|------|--------|------|--------|------|--------|-------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| | WHA Digital | | 1 | | 1 | | 1 | | 1 | |
| | Percentage of executive receiving regular performance and career development reviews by employee category | % | 100 | | 100 | | 100 | | 100 | |
| | Total number of middle management who received regular performance and career development reviews | Persons | 110 | | 110 | | 115 | | 138 | |
| | WHA Industrial Development | | 55 | | 55 | | 51 | | 63 | |
| | WHA Utilities & Power | | 13 | | 11 | | 17 | | 24 | |
| | WHA Logistics | | 40 | | 43 | | 45 | | 49 | |
| | WHA Digital | | 2 | | 1 | | 2 | | 2 | |
| | Percentage of middle management who received regular performance and career development reviews | % | 100 | | 100 | | 100 | | 95.83 | |
| | Total number of junior management who received regular performance and career development reviews | persons | 38 | | 37 | | 40 | | 50 | |
| | WHA Industrial Development | | 16 | | 14 | | 14 | | 21 | |
| | WHA Utilities & Power | | 3 | | 6 | | 8 | | 8 | |
| | WHA Logistics | | 18 | | 17 | | 17 | | 20 | |
| | WHA Digital | | 1 | | 0 | | 1 | | 1 | |
| | Percentage of junior management who received regular performance and career development reviews | % | 100 | | 100 | | 100 | | 96.15 | |
| | Total number of staffs who received regular performance and career development reviews | Persons | 393 | | 423 | | 419 | | 492 | |
| | WHA Industrial Development | | 221 | | 232 | | 226 | | 269 | |
| | WHA Utilities & Power | | 87 | | 104 | | 120 | | 141 | |
| | WHA Logistics | | 59 | | 61 | | 62 | | 70 | |
| | WHA Digital Platform | | 26 | | 26 | | 11 | | 12 | |
| | Percentage of staffs who received regular performance and career development reviews | % | 100 | | 100 | | 100 | | 100 | |
| Trend of Employee Engagement | | | | | | | | | | |
| | Employee Engagement | % of actively engaged employee | 83 | | 87 | | 68 | | 75 | |
| | Employee Engagement Target 2022 | | 75 | | | | | | | |
| | Data Coverage | % of total employee | 67 | | 90 | | 93 | | 99 | |
| | Data Coverage Target 2022 | | 100 | | | | | | | |

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

Labor Practice Indicator

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | | |
|---|--|----------------|-----------|------------|----------|------------|----------|------------|----------|----------|--|
| | | | Male | Female | Male | Female | Male | Female | Male | Female | |
| 405-1 | Total number of governance bodies members | Persons | 10 | 1 | 9 | 1 | 8 | 1 | 9 | 1 | |
| | WHA Industrial Development | Persons | 3 | 0 | 3 | 0 | 3 | 0 | 3 | 0 | |
| | WHA Utilities and Power | | 3 | 0 | 2 | 0 | 2 | 0 | 3 | 0 | |
| | WHA Logistics | | 3 | 1 | 4 | 1 | 3 | 1 | 3 | 1 | |
| | WHA Digital Platform | | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Diversity of governance bodies by gender | % | 90.91 | 9.09 | 90.00 | 10.00 | 88.89 | 11.11 | 90.00 | 10.00 | |
| | Diversity of governance bodies by age group | | | | | | | | | | |
| | <30 years old | Persons | 1 | | 0 | | 0 | | 0 | | |
| | | % | 9.09 | | 0.00 | | 0.00 | | 0.00 | | |
| | 30-50 years old | Persons | 8 | | 7 | | 4 | | 3 | | |
| | | % | 72.73 | | 70.00 | | 40.00 | | 30.00 | | |
| | >50 years old | Persons | 2 | | 3 | | 6 | | 7 | | |
| | | % | 18.18 | | 30.00 | | 60.00 | | 70.00 | | |
| | Diversity of total workforce by age group | | | | | | | | | | |
| | Below 30 years old | Persons | 74 | 36 | 75 | 35 | 78 | 42 | 79 | 45 | |
| % FTEs | | 19.89 | 18.09 | 18.99 | 16.06 | 20.00 | 18.67 | 17.25 | 16.42 | | |
| 30-50 years old | Persons | 256 | 143 | 263 | 148 | 258 | 155 | 318 | 197 | | |
| | % FTEs | 68.82 | 71.86 | 66.58 | 67.89 | 66.15 | 68.89 | 69.43 | 71.90 | | |
| >50 years old | Persons | 42 | 20 | 57 | 35 | 54 | 28 | 61 | 32 | | |
| | % FTEs | 11.29 | 10.05 | 14.43 | 16.06 | 13.85 | 12.44 | 13.32 | 11.68 | | |
| Diversity of employee by gender | | | | | | | | | | | |
| Top management | Persons | 20 | 10 | 25 | 18 | 25 | 16 | 27 | 17 | | |
| | % FTEs | 66.67 | 33.33 | 58.14 | 41.86 | 60.98 | 39.02 | 61.36 | 38.64 | | |
| Middle management | Persons | 56 | 54 | 53 | 57 | 53 | 62 | 70 | 74 | | |
| | % FTEs | 50.91 | 49.09 | 48.18 | 51.82 | 46.09 | 53.91 | 48.61 | 51.39 | | |
| Junior management | Persons | 19 | 19 | 16 | 21 | 19 | 21 | 23 | 29 | | |
| | % FTEs | 50.00 | 50.00 | 43.24 | 56.76 | 47.50 | 52.50 | 44.23 | 55.77 | | |
| Staff | Persons | 277 | 116 | 301 | 122 | 293 | 126 | 338 | 154 | | |
| | % FTEs | 70.48 | 29.52 | 71.16 | 28.84 | 69.93 | 30.07 | 68.70 | 31.30 | | |
| Diversity of employee by level and age group | | | | | | | | | | | |
| Top management | | | | | | | | | | | |
| Below 30 years old | Persons | 0 | | 0 | | 0 | | 0 | | | |
| | % FTEs | 0 | | 0 | | 0 | | 0 | | | |
| 30-50 years old | Persons | 19 | | 32 | | 23 | | 26 | | | |
| | % FTEs | 63.33 | | 74.42 | | 56.10 | | 59.09 | | | |
| >50 years old | Persons | 11 | | 11 | | 18 | | 18 | | | |
| | % FTEs | 36.67 | | 25.58 | | 43.90 | | 40.91 | | | |
| Total of top management | Persons | 30 | | 43 | | 41 | | 44 | | | |
| Middle management | | | | | | | | | | | |
| Below 30 years old | Persons | 1 | | 3 | | 3 | | 1 | | | |
| | % FTEs | 0.91 | | 2.78 | | 2.61 | | 0.69 | | | |
| 30-50 years old | Persons | 94 | | 89 | | 93 | | 120 | | | |
| | % FTEs | 85.45 | | 82.41 | | 80.87 | | 83.33 | | | |
| >50 years old | Persons | 15 | | 16 | | 19 | | 23 | | | |
| | % FTEs | 13.64 | | 14.81 | | 16.52 | | 15.97 | | | |
| Total of middle management | Persons | 110 | | 108 | | 115 | | 144 | | | |
| Junior management | | | | | | | | | | | |
| Below 30 years old | Persons | 4 | | 1 | | 3 | | 2 | | | |
| | % FTEs | 10.53 | | 3.13 | | 7.50 | | 3.85 | | | |
| 30-50 years old | Persons | 31 | | 27 | | 33 | 47 | | | | |
| | % FTEs | 81.58 | | 84.38 | | 82.50 | | 90.38 | | | |
| >50 years old | Persons | 3 | | 4 | | 4 | | 3 | | | |
| | % FTEs | 7.89 | | 12.50 | | 10.00 | | 5.77 | | | |
| Total of junior management | Persons | 38 | | 32 | | 40 | | 52 | | | |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|--------------|---|--|------------|--------|------------|--------|------------|--------|------------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| | Staff | | | | | | | | | |
| | Below 30 years old | Persons | 105 | | 120 | | 114 | | 121 | |
| | | % FTEs | 26.72 | | 27.91 | | 27.21 | | 24.59 | |
| | 30-50 years old | Persons | 25 | | 272 | | 264 | | 322 | |
| | | % FTEs | 64.89 | | 63.26 | | 63.01 | | 65.45 | |
| | >50 years old | Persons | 33 | | 38 | | 41 | | 49 | |
| | | % FTEs | 8.40 | | 8.84 | | 9.79 | | 9.96 | |
| | Total of staff | Persons | 393 | | 430 | | 419 | | 492 | |
| | Share of women in total workforce | | | | | | | | | |
| | Share of women in total workforce | Person | 0 | 199 | 0 | 218 | 0 | 225 | 0 | 274 |
| | Share of women in total workforce | % of total force | 0 | 34.85 | 0 | 35.40 | 0 | 36.59 | 0 | 37.43 |
| | Target 2023 | % | 40 | | | | | | | |
| | Share of women in all management positions, including junior, middle and top management | Person | 0 | 83 | 0 | 96 | 0 | 99 | 0 | 124 |
| | Share of women in all management positions, including junior, middle and top management | % of total management positions | 0 | 46.63 | 0 | 50.53 | 0 | 50.51 | 0 | 51.67 |
| | Target 2023 | % | 55 | | | | | | | |
| | Share of women in junior management positions, i.e. first level of management | Person | 0 | 20 | 0 | 21 | 0 | 21 | 0 | 25 |
| | Share of women in junior management positions, i.e. first level of management | % of total junior management positions | 0 | 52.63 | 0 | 56.76 | 0 | 52.50 | 0 | 48.08 |
| | Target 2023 | % | 55 | | | | | | | |
| | Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions | Person | 0 | 9 | 0 | 17 | 0 | 15 | 0 | 16 |
| | Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions | % of total top management positions | 0 | 30.00 | 0 | 39.53 | 0 | 36.59 | 0 | 36.36 |
| | Target 2023 | % | 45 | | | | | | | |
| | Share of women in management positions in revenue-generating functions (e.g. sales) | Person | 0 | 14 | 0 | 20 | 0 | 21 | 0 | 24 |
| | Share of women in management positions in revenue-generating functions (e.g. sales) | % of all such managers (i.e. excluding support functions such as HR, IT, Legal etc.) | 0 | 60.87 | 0 | 62.50 | 0 | 53.85 | 0 | 48.00 |
| | Target 2023 | % | 50 | | | | | | | |
| | Share of women in STEM-related positions | Person | 0 | 81 | 0 | 88 | 0 | 87 | 0 | 97 |
| | Share of women in STEM-related positions | % of total STEM positions | 0 | 46.55 | 0 | 51.46 | 0 | 53.37 | 0 | 54.19 |
| | Target 2023 | % | 55 | | | | | | | |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 | | | | |
|--------------|--|---------------------------------|-------------|-------------|-------------|-------------|-------|-------|-------------|-------|
| | Breakdown based on Nationality: Thailand | | | | | | | | | |
| | Share in total workforce | Person | 369 | 198 | 392 | 217 | 386 | 225 | 423 | 251 |
| | Share in total workforce | % of total employee | 64.62 | 34.68 | 63.95 | 35.40 | 62.76 | 36.59 | 57.79 | 34.29 |
| | Share in all management positions, including junior, middle and senior management | Person | 95 | 83 | 94 | 96 | 97 | 99 | 111 | 110 |
| | Share in all management positions, including junior, middle and senior management | % of total employee | 16.64 | 14.54 | 15.33 | 15.66 | 15.77 | 16.10 | 15.16 | 15.03 |
| | Breakdown based on Nationality: Others | | | | | | | | | |
| | Share in total workforce (American) | Persons | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| | | % of total employee | 0.18 | 0 | 0.16 | 0 | 0.16 | 0 | 0.14 | 0 |
| | Share in all management positions, including junior, middle and senior management (American) | Persons | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| | | % of total management workforce | 0.56 | 0 | 0.53 | 0 | 0.51 | 0 | 0.42 | 0 |
| | Share in total workforce (Canadian) | Persons | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| | | % of total employee | 0.18 | 0 | 0.16 | 0 | 0.16 | 0 | 0.14 | 0 |
| | Share in all management positions, including junior, middle and senior management (Canadian) | Persons | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| | | % of total management workforce | 0.56 | 0 | 0.53 | 0 | 0.51 | 0 | 0.42 | 0 |
| | Share in total workforce (French) | Persons | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| | | % of total employee | 0.18 | 0 | 0.16 | 0 | 0.16 | 0 | 0.14 | 0 |
| | Share in all management positions, including junior, middle and senior management (French) | Persons | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| | | % of total management workforce | 0.56 | 0 | 0.53 | 0 | 0.51 | 0 | 0.42 | 0 |
| | Share in total workforce (Vietnamese) | Persons | 0 | 1 | 0 | 1 | 0 | 0 | 31 | 23 |
| | | % of total employee | 0 | 0.18 | 0 | 0.16 | 0 | 0 | 4.23 | 3.14 |
| | Share in all management positions, including junior, middle and senior management (Vietnamese) | Persons | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | | % of total management workforce | 0 | 0.56 | 0 | 0.53 | 0 | 0 | 0 | 0.42 |
| | Share in total workforce (Japanese) | Persons | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| | | % of total employee | 0 | 0 | 0 | 0 | 0.16 | 0 | 0.14 | 0 |
| | Share in all management positions, including junior, middle and senior management (Japanese) | Persons | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| | | % of total management workforce | 0 | 0 | 0 | 0 | 0.51 | 0 | 0.42 | 0 |
| 405-2 | Ratio of basic salary and remuneration of women to men | | | | | | | | | |
| | Average pay for female to male executives | | 0.66 | 1.48 | 1.41 | 1.41 | | | 1.41 | |
| | Average pay for female to male management | - | 1.21 | 0.12 | 1.20 | 1.20 | | | 1.21 | |
| | Average pay for female to male non-management | | 1.18 | 1.17 | 1.04 | 1.04 | | | 1.07 | |

| GRI Standard | Performance | Unit | 2019 | | 2020 | | 2021 | | 2022 | |
|--------------|--|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Equal pay analysis | | | | | | | | | |
| | Executive level (base salary only) | Average Baht/Person | 413,300 | 272,500 | 405,000 | 270,000 | 444,000 | 320,000 | 541,000 | 370,000 |
| | Executive level (base salary + other cash incentives) | | 512,000 | 339,200 | 467,300 | 316,000 | 495,500 | 352,000 | 553,000 | 391,300 |
| | Management level (base salary only) | | 93,200 | 108,000 | 98,900 | 97,000 | 94,500 | 110,080 | 81,200 | 111,250 |
| | Management level (base salary + other cash incentives) | | 115,500 | 140,000 | 115,100 | 113,500 | 119,400 | 143,000 | 95,800 | 116,300 |
| | Non-Management level (base salary only) | | 24,200 | 35,700 | 24,900 | 35,500 | 37,500 | 38,800 | 28,400 | 33,800 |
| | Non-Management level (base salary + other cash incentives) | | 35,900 | 42,500 | 36,300 | 42,500 | 44,500 | 46,500 | 32,500 | 34,650 |

Collective Bargaining Agreements

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|---|----------------------|------|------|------|------|
| 2-30 | Freedom of Association | | | | | |
| | Percentage of total employees covered by collective bargaining agreements | % of total employees | 100 | 100 | 100 | 100 |

Human Rights

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|---|---------------------------------------|------|------|------|------|
| 412-1 | Operations that have been subjected to human rights review or impact assessments | | | | | |
| | Human Rights Assessment in Own Operations (including Joint Ventures with management control) | | | | | |
| | A. % of total assessed in Own Operation | Sites | - | - | 11 | 11 |
| | | % of Sites | - | - | 100 | 100 |
| | B. % of total assessed (of A.) where risks have been identified | Sites | - | - | 11 | 11 |
| | | % of Sites | - | - | 100 | 100 |
| | C. % of total assessed (of B.) with mitigation actions taken | Sites | - | - | 11 | 11 |
| | | % of Sites | - | - | 100 | 100 |
| | Human Rights Assessment in Contractors and Tier-1 Suppliers | | | | | |
| | A. % of total assessed in Contractors and Tier-1 Suppliers | Contractors and Tier-1 Suppliers | - | - | 638 | 594 |
| | | % of Contractors and Tier-1 Suppliers | - | - | 100 | 100 |
| | B. % of total assessed (of A.) where risks have been identified | Contractors and Tier-1 Suppliers | - | - | 0 | 0 |
| | | % of Contractors and Tier-1 Suppliers | - | - | 0 | 0 |
| | C. % of total assessed (of B.) with mitigation actions taken | Contractors and Tier-1 Suppliers | - | - | 0 | 0 |
| | | % of Contractors and Tier-1 Suppliers | - | - | 0 | 0 |
| | Human Rights Assessment in Joint Ventures (including stakes above 10%, and without management control) | | | | | |
| | A. % of total assessed in Contractors and Tier-1 Suppliers | Joint Ventures | - | - | 32 | 32 |
| | | % of Joint Ventures | - | - | 100 | 100 |
| | B. % of total assessed (of A.) where risks have been identified | Joint Ventures | - | - | 0 | 0 |
| | | % of Joint Ventures | - | - | 0 | 0 |
| | C. % of total assessed (of B.) with mitigation actions taken | Joint Ventures | - | - | 0 | 0 |
| | | % of Joint Ventures | - | - | 0 | 0 |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|--|----------------------|------|------|------|------|
| 412-2 | Employee training on human rights policies or procedures | | | | | |
| | Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. | Hours | - | - | 180 | 100 |
| | % of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations. | % of total workforce | - | - | 100 | 100 |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | | | | | |
| | Total number of significant investment agreements and contracts | Number | - | - | - | - |
| | and percentage | % | - | - | - | - |

Community Development

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---|---|------------------|---------------|---------------|---------------|--------|
| 413-1 | Industrial estates with community engagement | | | | | |
| | Total number of industrial estate | Operation unit | 10 | 10 | 10 | 11 |
| | - Industrial estates involved with local community engagement | Operation unit | 10 | 10 | 10 | 11 |
| | | % | 100.00 | 100.00 | 100.00 | 100.00 |
| | - Industrial estates involved with social impact assessment | Operation unit | 10 | 10 | 10 | 10 |
| | | % | 100.00 | 100.00 | 100.00 | 81.81 |
| | - Industrial estates with environmental impact assessments and ongoing monitoring | Operation unit | 10 | 10 | 10 | 11 |
| | | % | 100.00 | 100.00 | 100.00 | 100.00 |
| | - Industrial estates involved with public disclosure of results of environmental and social impact assessments | Operation unit | 10 | 10 | 10 | 9 |
| | | % | 100.00 | 100.00 | 100.00 | 81.81 |
| | - Industrial estates involved with local community development programs based on local communities' needs | Operation unit | 10 | 10 | 10 | 11 |
| | | % | 100.00 | 100.00 | 100.00 | 100.00 |
| | - Industrial estates involved with broad based local community consultation committees and processes that include vulnerable groups | Operation unit | 9 | 10 | 10 | 11 |
| | | % | 90.00 | 100.00 | 100.00 | 100.00 |
| | - Industrial estates involved with works councils, occupational health and safety committees | Operation unit | 10 | 10 | 10 | 11 |
| | | % | 100.00 | 100.00 | 100.00 | 100.00 |
| | Type of Philanthropic Activities | | | | | |
| | Total type of philanthropic activities | % of total cost | 100.00 | 100.00 | 100.00 | 100.00 |
| | A) Charitable Donations | % of total costs | 25.15 | 26.51 | 29.10 | 25.39 |
| WHA Industrial Development | 7.55 | | 7.69 | 8.73 | 5.33 | |
| WHA Utilities & Power | 17.61 | | 18.82 | 20.37 | 20.06 | |
| WHA Logistics | 0 | | 0.00 | 0.00 | 0.00 | |
| WHA Digital Platform | 0 | | 0.00 | 0.00 | 0.00 | |
| B) Community investment | % of total costs | 25.56 | 18.64 | 32.46 | 24.61 | |
| WHA Industrial Development | | 3.49 | 5.41 | 7.86 | 5.17 | |
| WHA Utilities & Power | | 8.13 | 13.24 | 18.33 | 19.44 | |
| WHA Logistics | | 13.94 | 0 | 6.27 | 0.00 | |
| WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 | |
| C) Community initiatives | % of total costs | 49.28 | 54.85 | 38.44 | 50.00 | |
| WHA Industrial Development | | 14.79 | 8.76 | 11.53 | 9.82 | |
| WHA Utilities & Power | | 34.50 | 21.44 | 26.91 | 36.93 | |
| WHA Logistics | | 0.00 | 24.66 | 0.00 | 3.26 | |
| WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Philanthropic Contributions | | | | | | |
| Total amount of Cash contributions | Baht | 53,050,000.00 | 42,590,000.00 | 22,480,000.00 | 34,380,000.00 | |
| WHA Industrial Development | | 15,650,000.00 | 9,310,000.00 | 6,320,000.00 | 6,980,000.00 | |
| WHA Utilities & Power | | 36,400,000.00 | 22,780,000.00 | 14,470,000.00 | 26,280,000.00 | |
| WHA Logistics | | 1,000,000.00 | 10,500,000.00 | 1,410,000.00 | 1,120,000.00 | |
| WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Total amount of Time: employee volunteering during paid working hours | Baht | 5,219,257.00 | 5,513,978.00 | 4,517,921.00 | 13,280,284.84 | |
| WHA Industrial Development | | 2,755,898.00 | 2,864,822.00 | 1,016,989.00 | 7,241,091.11 | |
| WHA Utilities & Power | | 1,181,091.00 | 1,227,781.00 | 2,372,974.00 | 3,928,824.00 | |
| WHA Logistics | | 1,276,549.00 | 1,415,462.00 | 1,120,865.00 | 2,078,020.36 | |
| WHA Digital Platform | | 5,836.00 | 5,913.00 | 7,094.00 | 32,349.38 | |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|--------------|--|------|---------------------|---------------------|----------------------|----------------------|
| | Total amount of In-kind giving: product or services donations, projects/partnerships or similar | Baht | 5,000,000.00 | 588,975.00 | 43,497,315.00 | 46,134,952.72 |
| | WHA Industrial Development | | 2,000,000.00 | 588,975.00 | 588,975.00 | 11,734,905.07 |
| | WHA Utilities & Power | | 2,000,000.00 | 0.00 | 0.00 | 33,276,547.65 |
| | WHA Logistics | | 1,000,000.00 | 0.00 | 42,908,340.00 | 1,123,500.00 |
| | WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total amount of Management overheads | Baht | 5,463,688.00 | 5,194,328.00 | 5,632,153.00 | 7,748,222.06 |
| | WHA Industrial Development | | 4,414,994.00 | 4,040,634.00 | 3,914,123.00 | 5,295,577.50 |
| | WHA Utilities & Power | | 661,738.00 | 818,910.00 | 1,108,809.00 | 1,066,162.50 |
| | WHA Logistics | | 356,244.00 | 302,535.00 | 609,221.00 | 1,304,849.25 |
| | WHA Digital Platform | | 30,713.00 | 32,248.00 | 0.00 | 81,632.81 |

Occupational Health and Safety

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---|---|---------------------------------|------------------|------------------|------------------|------------------|
| 403-8 | Number of worker who covered by an occupational health and safety management system | | | | | |
| | employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; | | 100 | 100 | 100 | 100 |
| | employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited | % | 100 | 100 | 100 | 100 |
| | employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party | | - | - | - | - |
| 403-9 | The number of hours worked | | | | | |
| | Employee | | 1,110,024 | 1,249,174 | 1,726,988 | 1,185,274 |
| | WHA Industrial Development | | 596,808 | 686,329 | 1,188,194 | 583,743 |
| | WHA Utilities & Power | | 213,840 | 333,189 | 320,746 | 444,553 |
| | WHA Logistics | | 244,944 | 229,656 | 185,768 | 149,250 |
| | WHA Digital Platform | | 54,432 | - | 32,280 | 7,728 |
| | Contractor | | 1,195,996 | 1,043,095 | 1,045,239 | 8,345,341 |
| | WHA Industrial Development | | 571,236 | 656,921 | 74,750 | 3,086,284 |
| | WHA Utilities & Power | | 616,000 | 386,174 | 391,993 | 695,813 |
| | WHA Logistics | | - | - | 578,496 | 4,461,919 |
| | WHA Digital Platform | | 8,760 | - | - | 101,325 |
| | Lost time injury frequency rate (LTIFR) – Employee | | | | | |
| | Employee | | 0.90 | 0.00 | 1.16 | 1.61 |
| | WHA Industrial Development | Case per 1,000,000 hours worked | 0.00 | 0.00 | 0.00 | 5.14 |
| | WHA Utilities and Power | | 4.68 | 0.00 | 0.58 | 0.00 |
| | WHA Logistics | | 0.00 | 0.00 | 0.58 | 0.00 |
| | WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 |
| | Data coverage | % of employee | 100.00 | 100.00 | 100.00 | 100.00 |
| | Lost time injury frequency rate (LTIFR) – Contractor | | | | | |
| | Contractor | | 0.00 | 0.93 | 0.00 | 0.35 |
| | WHA Industrial Development | Case per 1,000,000 hours worked | 0.00 | 0.00 | 0.00 | 0.32 |
| | WHA Utilities and Power | | 0.00 | 0.93 | 0.00 | 1.44 |
| | WHA Logistics | | 0.00 | 0.00 | 0.00 | 0.22 |
| | WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 |
| | Data coverage | % of Contractor | 100.00 | 100.00 | 100.00 | 100.00 |
| | Number of high consequences work related injuries | | | | | |
| | Employee | | 0.00 | 0.00 | 0.00 | 0.00 |
| | WHA Industrial Development | Case/ 1,000,000 hours worked | 0.00 | 0.00 | 0.00 | 0.00 |
| | WHA Utilities and Power | | 0.00 | 0.00 | 0.00 | 0.00 |
| | WHA Logistics | | 0.00 | 0.00 | 0.00 | 0.00 |
| | WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 |
| | Contractor | | 0.00 | 0.00 | 0.00 | 0.19 |
| | WHA Industrial Development | | 0.00 | 0.00 | 0.00 | 0.29 |
| WHA Utilities and Power | | 0.00 | 0.00 | 0.00 | 0.00 | |
| WHA Logistics | | 0.00 | 0.00 | 0.00 | 0.00 | |
| WHA Digital Platform | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Number of recordable work-related injuries | | | | | | |
| Employee | | 1 | 0 | 0 | 3 | |
| WHA Industrial Development | Case | 0 | 0 | 0 | 3 | |
| WHA Utilities and Power | | 1 | 0 | 1 | 0 | |
| WHA Logistics | | 0 | 0 | 1 | 0 | |
| WHA Digital Platform | | 0 | 0 | 0 | 0 | |

| GRI Standard | Performance | Unit | 2019 | 2020 | 2021 | 2022 | |
|---|---|--|-------------|----------|----------|----------|--|
| | Contractor | | 0 | 0 | 1 | 3 | |
| | WHA Industrial Development | | 0 | 0 | 0 | 1 | |
| | WHA Utilities and Power | | 0 | 0 | 1 | 1 | |
| | WHA Logistics | | 0 | 0 | 0 | 1 | |
| | WHA Digital Platform | | 0 | 0 | 0 | 0 | |
| | Fatalities as a result of work-related injury | | | | | | |
| | Employee | Persons | 0 | 0 | 0 | 0 | |
| | Contractor | | 0 | 0 | 0 | 0 | |
| | Absentee Rate as a result of work-related injury | | | | | | |
| | Employee | % of total days scheduled | 0 | 0 | 0 | 0 | |
| | Target 2022 | % of total days scheduled | 0 | | | | |
| | Data Coverage | % of employees | 100 | 100 | 100 | 100 | |
| | Absentee Rate | | | | | | |
| | Employees | % of total days scheduled | 0.90 | 0.94 | 0.82 | 0.99 | |
| | Target 2022 | % of total days scheduled | 1.00 | | | | |
| | Data Coverage | % of employees | 100 | 100 | 100 | 100 | |
| | 403-10 | Fatalities as a result of work-related ill health | | | | | |
| Employee | | Persons | 0 | 0 | 0 | 0 | |
| WHA Industrial Development | | | 0 | 0 | 0 | 0 | |
| WHA Utilities and Power | | | 0 | 0 | 0 | 0 | |
| WHA Logistics | | | 0 | 0 | 0 | 0 | |
| WHA Digital Platform | | | 0 | 0 | 0 | 0 | |
| Contractor | | | 0 | 0 | 0 | 0 | |
| WHA Industrial Development | | | 0 | 0 | 0 | 0 | |
| WHA Utilities and Power | | | 0 | 0 | 0 | 0 | |
| WHA Logistics | | | 0 | 0 | 0 | 0 | |
| WHA Digital Platform | | | 0 | 0 | 0 | 0 | |
| Number of recordable work-related ill health | | | | | | | |
| Employee | | Case | 0 | 0 | 0 | 0 | |
| WHA Industrial Development | | | 0 | 0 | 0 | 0 | |
| WHA Utilities and Power | | | 0 | 0 | 0 | 0 | |
| WHA Logistics | | | 0 | 0 | 0 | 0 | |
| WHA Digital Platform | | | 0 | 0 | 0 | 0 | |
| Contractor | 0 | | 0 | 0 | 0 | | |
| WHA Industrial Development | 0 | | 0 | 0 | 0 | | |
| WHA Utilities and Power | 0 | | 0 | 0 | 0 | | |
| WHA Logistics | 0 | | 0 | 0 | 0 | | |
| WHA Digital Platform | 0 | | 0 | 0 | 0 | | |