



Annex of Sustainability Performance 2024



ANNEX OF SUSTAINABILITY PERFORMANCE

ENVIRONMENT DIMENSION

2024					
Type of occupants	SUNTOWERS ¹	Singha Complex	S-OASIS	S-Metro	Total
Business Area					
1) Total business area (sq.m.)	4,125	116,016	108,652	26,157	254,950
2) Service office area (sq.m.)	N/A	47,696	53,441	13,677	1,377,766
3) Common area (insite) (sq.m.)	N/A	68,320	55,211	12,480	1,632,134
Number of users (people/year) ²	36,645	1,343,796	273,378	175,140	1,828,959

Total water consumption and water recycling ^(303-4, 303-5)

Commercial and retails business

	SUNTOWERS			Singha Complex			S-OASIS			S-Metro			Total		
	2022	2023	2024 ³	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Water Consumption															
Users (person) ²	1,774,630	1,335,600	36,645	2,011,880	6,480,803	1,343,796	11,250	287,666	273,378	N/A	N/A	175,140	5,550,490	8,636,389	1,828,959
Water supply volume (m ³) ⁴	140,403	165,521	N/A	107,410	122,309	133,025	14,162	35,286	47,814	N/A	N/A	29,200	301,006	337,678	210,039
Tap water/users (m ³ /people/year)	0.08	0.12	N/A	0.06	0.02	0.099	0.32	0.12	0.17	N/A	N/A	0.17	0.05	0.04	0.11
Water Treatment															
Treatment water (m ³)	66,387.06	132,416.80	N/A	54,388	66,723.00	70,496	2,962.8	28,228.80	38,411	N/A	N/A	23,360	123,738.4	239,018.2	132,267
Water Recycles															
Recycle water (m ³)	72,601.81	132,416.80	N/A	60,033.00	66,723.00	0	1,975.20	28,392.00	0	N/A	N/A	0	157,475.91	0	0
Percent of recycle water (percent) ⁵	51.71	80	N/A	55.89	54.22	0	0	0	0	N/A	N/A	0	0	0	0

¹ The 2024 floor area data for the Sun Towers Building (Head Office) has been revised to include only Floors 38, 39, and 40.

² User data for the year 2024 includes only individuals who have exchanged a Visitor card through the lobby or a KIOSK machine, as well as the number of tenant employees, housekeeping staff, and on-site workers.

³ The water consumption, wastewater treatment, and water recycling of the headquarters are included in the flat-rate service charge along with the rental fee, making it impossible to separate the data.

⁴ Tap water data from receipt.

⁵ Calculated based on the proportion of the water treated in the system to the total water consumption.

Water quality 2024

Building		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Standard
SUNTOWERS	Water Treatment	9,472.80	10,908.80	8,895.20	10,480	10,473.60	10,312.80	9,816.80	10,296.80	9,730.40	10,520.00	10,520.00	9,472.80	
	BOD (mg./L)	8.70	5.3	6.2	13.4	4.8	5.8	6.2	16.4	7.1	7.1	6.7	8.70	< 20
	COD (mg./L)	0	-	-	-	-	-	-	-	-	-	-	-	
Singha Complex	Water Treatment	5,567	5,657	5,908	5,374	6,019	5,719	6,206	6,332	6,261	6,116	5,984	5,353	
	BOD (mg./L)	11.3	10.70	68.2	53.7	5.2	24.8	6.6	32	25.6	27.2	6.5	2	< 20
	COD (mg./L)	0	-	-	-	-	-	-	-	-	-	-	-	
S-OASIS	Water Treatment	2,297.33	2,722.00	2,792.71	2,806.76	2,928.90	2,975.82	3,017.74	3,205.98	4,536.83	4,898.10	2,297.33	2,722.00	
	BOD (mg./L)	10	19	15	14	19	9.2	36	16	18	12	10	19	< 20
	COD (mg./L)	65	96	65	86	90	93	147	98	56	104	65	96	
S-Metro	Water Treatment	2,068	2,169	2,174	1,979	1,741	1,445	1,776	1,622	1,465	2,068	2,169	2,174	
	BOD (mg./L) ⁶	46	34	40	49.6	15	10	24	17.4	17.4	12.6	14.6	10.8	< 20
	COD (mg./L)	0	-	-	-	-	-	-	-	-	-	-	-	

⁶ The BOD content of wastewater from buildings in January - April 2024 is between 34-50 mg/l, which exceeds the limit value of wastewater from buildings. This is caused by a broken aeration pump and has been fixed to normal.

Total water of Singha Estate in 2023 (m³) (303-3, 303-4, 303-5)

		Commercial and Retails Business ⁷	Hospitality Business ⁸	Residential Property Business	Industrial Estate and Infrastructure Business	Total 2024 ⁹	2023	2022 ¹⁰
Water Withdrawal	Water withdrawal from all water sources in the operational areas	210,039	925,326	14,623	2,331,608	4,145,718	1,263,004	1,142,077
	• Surface/Natural water	-	145,070	-	2,235,679	2,380,749	182,419	170,932
	• Groundwater	-	214,631	-	-	214,631	155,675	38,060
	• Seawater	-	996,030	-	-	996,030	440,995	640,667
	• Produced water	-	129,920	-	95,929	225,848	-	-
	• Third-party water (piped water)	210,039	96,034	14,623	-	320,696	464,248	292,418
	• Outsource water	-	7,764	-	-	7,764	19,667	-
	Water consumption by water type							
	Freshwater (\leq 1,000 mg/L Total Dissolved Solids)	210,039	233,718	14,623	95,929	554,308	337,687	292,418
	Other water (\geq 1,000 mg/L Total Dissolved Solids)	-	1,355,731	-	2,235,679	3,591,410	-	-
Dumping Water Destination	Dumping water destination	-	767,610	-	161,204	928,814	239,018	144,903
	• Surface/Natural water	-	-	-	-	-	-	-
	• Groundwater	-	-	-	-	-	-	-
	• Seawater	-	597,618	-	-	597,618	-	-
	• Produced water	-	40,072	-	161,204	201,276	161,204	-
	• Third-party water (piped water)	-	129,920	-	-	129,920	-	144,903
	Dumping water destination by type							
	Fresh water (\leq 1,000 mg/L Total Dissolved Solids)	-	40,072	-	161,204	201,276	239,018	144,903
	Other (\geq 1,000 mg/L Total Dissolved Solids)	-	727,538	-	-	597,618	-	-
Total of Water Consumption ^{11,12}		210,039	1,434,192 ¹³	14,623	2,186,374	3,845,228	654,544	997,174

⁷ Bangkok, Thailand is an area with medium-high Water Stress (20%-40%), where all Singha Estate office buildings are located.

⁸ Surat Thani and Krabi provinces, Thailand, are areas with low-moderate (10%-20%) and low (<10%) Water Stress levels, respectively, while Male, Republic of Maldives, is an area with no Water Stress data (No Data).

⁹ Water usage data for 2024 has been recorded and disclosed from residential businesses and industrial estate businesses.

¹⁰ Water usage data for 2022-2023 does not include data on residential real estate businesses and industrial estate businesses.

¹¹ Calculate from (water withdrawal – water discharge) = volume of water consumption.

¹² There is no change in the water tank volume.

¹³ The CROSSROADS project is the first time that water is drawn from a factory by passing through a R.O. (Reverse Osmosis) system that meets standards that can filter it into fresh water. In particular, the R.O. system will filter water into fresh water upon request of 60 from the amount of water. All extracted by filtered water for consumption installations within the project. All CROSSROADS projects can be inspected without wastewater, most all wastewaters will be treated. Through water treatment to reuse treated water, such as watering trees within the project, etc.

Intensity quantity of energy consumption (Singha Estate)⁽³⁰²⁻³⁾

	Users (person)			Total energy consumption (KWh) ¹⁴			Energy consumption/users (KWh/person/year)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
SUNTOWERS (Head Office) ¹⁵	1,774,630	1,335,600	36,645	17,998,888.89	18,360,833.33	1,083,256	10.15	13.72	29.56
Singha Complex	2,011,880	6,480,803	1,343,796	11,563,888.89	12,220,555.56	12,101,936	5.47	1.82	9.01
S-OASIS	11,250	287,666	273,378	450,000.00	3,051,388.89	4,075,181.67	30.7	10.21	14.91
S-Metro	N/A	N/A	175,140	N/A	N/A	2,114,427	N/A	N/A	3.95
The Extro ¹⁶	N/A	N/A	N/A	N/A	N/A	1,100,349	N/A	N/A	N/A
S Angthong ¹⁶	N/A	N/A	N/A	N/A	N/A	1,695,270.88	N/A	N/A	N/A
Total	3,797,760	8,104,069	1,828,959	30,012,777.78	33,632,777.78	22,170,420.22	7.90	4.15	12.12

Energy consumption intensity per unit of SHR⁽³⁰²⁻³⁾

	User (person) ¹⁷			Total energy consumption (KWh) ¹⁴			Energy consumption/users (KWh/person/year)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
SAii Phi Phi Island Village	43,674	50,053	128,120	3,138,055.56	4,532,500.00	11,592,608.33	195.00	61.56	90.48
Santiburi Koh Samui	14,755	53,501	60,727	2,655,555.56	4,854,166.67	5,145,672.22	180	65.03	84.73
SAii Laguna Phuket	-	63,947	108,985	N/A	5,338,888.89	10,188,438.89	0	76.45	93.48
CROSSROADS Maldives	686,286	739,766	750,205	20,227,222.22	70,179,166.67	143,218,897.22	29.47	22.65	190.91

Energy consumption per unit of Singha Estate^(302-1, 302-4)

	Electricity Consumption		Solar		Diesel		petrol/gasoline		LPG		Total energy consumption	
	(Kilowatt-hour)	(Gigajoule)	(Kilowatt-hour)	(Gigajoule)	(liter)	(Gigajoule)	(liter)	(Gigajoule)	(kilogram)	(Gigajoule)	(Kilowatt-hour)	(Gigajoule)
Head Office	723,081.43	2,603.09	-	-	1,490.76	54.29	39,464.36	1,242.34	-	0.00	1,083,255.56	3,899.72
Singha Complex	11,701,000.00	42,123.60	-	-	-	0.00	-	0.00	37,920.00	1,433.37	12,101,936.11	43,556.97
S-OASIS	4,018,115.00	14,465.21	43,036.63	154.93	1,387.00	50.51	-	0.00	-	0.00	4,075,181.67	14,670.65
S-Metro	2,114,427	7,611.94	-	-	-	0.00	-	0.00	-	0.00	2,114,427.00	7,611.94
The Extro	1,100,349	3,961.26	-	-	-	0.00	-	0.00	-	0.00	1,100,349	3,961.26
S Angthong	1,695,270.88	6,102.98	-	-	-	0.00	-	0.00	-	0.00	1,695,270.88	6,102.98
Total	21,352,243.31	76,868.08	43,036.63	0.00	2,877.76	104.81	39,464.36	1,242.34	37,920.00	1,433.37	22,170,420.22	79,813.45

Energy intensity per unit of SHR^(302-1, 302-4)

	Electricity Consumption		Solar		Diesel		petrol/gasoline		LPG		Total energy consumption	
	(Kilowatt-hour)	(Gigajoule)	(Kilowatt-hour)	(Gigajoule)	(liter)	(Gigajoule)	(liter)	(Gigajoule)	(kilogram)	(Gigajoule)	(Kilowatt-hour)	(Gigajoule)
SAii Phi Phi Island Village	7,578,618.72	27,283.03	767,372.82	2,762.5	84,093.48	3,062.68	196,267.39	6,178.50	64,727.00	2,446.68	11,592,608.33	41,733.39
Santiburi Koh Samui	3,858,159.24	13,889.37	171,686.42	618.07	13,294.93	484.20	6,260.29	197.07	93,460.00	3,532.78	5,145,672.22	18,524.42
SAii Laguna Phuket	9,410,450.62	33,877.62	458,871.86	1,651.9	5,128.56	186.78	1,007.00	31.70	25,452.00	962.08	10,188,438.89	36,678.38
CROSSROADS Maldives	20,340,118.00	73,224.42	72,112,590.82	259,605.33	5,000,174.90	182,106.37	9,409.80	296.22	9,409.80	355.69	143,218,897.22	515,588.03
Total	41,187,346.58	148,274.45	73,510,521.92	264,637.8	5,102,691.87	185,840.04	212,944.48	6,703.49	193,048.80	7,297.23	170,145,616.66	612,524.22

¹⁴ Total energy consumption is calculated from the use of electricity, solar power, diesel, gasoline, and LPG.

¹⁵ Sun towers Energy Usage Data 2024, revised calculations only for floors with headquarters (38, 39, and 40)

¹⁶ S Ang Thong Industrial Estate and Infrastructure Business begins disclosing carbon data for the first time as it expands its full-year operations in 2024.

¹⁷ User (room/year) for SAii Phi Phi Island Village and Santiburi Koh Samui, and (person/year) for the CROSSROADS project.

Singha Estate carbon emission¹⁸ (tonCO₂e)^(305-1, 305-2, 305-3)

	2022				2023				2024							
	Hospitality Business ¹⁹	Commercial and Retails Business ²⁰	Singha Estate Head Office ²¹	Total	Hospitality Business ²²	Commercial and Retails Business	Singha Estate Head Office	Total	Hospitality Business ²³		Residential Property Business	Commercial and Retails Business	Singha Estate Head Office	Industrial Estate and Infrastructure Business ²⁴	Total	
									Thailand	Maldives					All BU Thailand	All BU (Thailand and Maldives)
Scope 1 ²⁵	11,194	91	100	11,385	11,970	1,566	132	13,668	5,903	18,111	325	832	105	6	7,171	25,282
Scope 2	4,314	8,952	409	13,675	3,614	8,307	478	12,399	6,815	7,360	1,503	8,205	362	212	17,097	24,457
Scope 1, 2	15,955	9,043	509	25,507	15,584	9,878	610	26,069	12,718	25,471	1,828	9,037	467	218	24,268	49,739
Scope 3 ²⁶	797	11,868	6	12,671	803	11,840	6	12,649	2,100	1,732	213	4,795	120	1	7,229	8,961
• Category 1. Purchased Goods and Services (ton CO ₂)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	185.97	792.82	11.62	167.37	2.94	0.06	367.96	1,161
• Category 3. Fuel- and Energy-Related Activities (ton CO ₂)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	35.48	N/A	0.00	3,796	0.00	N/A	3,831.48	3,831
• Category 5. Waste Generated in Operations (ton CO ₂)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,364.90	939.07	201.00	831.36	19.42	N/A	2,416.69	3,356
• Category 6. Business Travel (ton CO ₂)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	140.18	N/A	0.00	0	2.63	N/A	142.81	143
• Category 7. Employee Commuting	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	373.11	N/A	0.00	0	94.33	N/A	467.44	467
Scope of operations, Additional reported	447	-	-	447	532	247	-	779	833	0	0	6	0	0	839	839
Carbon credit from market ²⁷	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Verified data from outsource ^{28, 29}	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

¹⁸ Greenhouse gas emissions from construction activities are excluded, as these activities are entirely carried out by third-party contractors.

¹⁹ Hotel business information is disclosed in the SHR Sustainability Report.

²⁰ Only Singha Complex project.

²¹ Only the working area of Singha Estate head office (4 floors).

²² Hotel business information is disclosed in the SHR Sustainability Report.

²³ The emission volume is 62.24 percent in proportion to Singha Estate's ownership.

²⁴ S Ang Thong Industrial Estate and Infrastructure Business begins disclosing carbon data for the first time as it expands its full-year operations in 2024.

²⁵ The biogenic CO₂ emission is not separated from the scope 1 as the emission is insignificant with less than 5% of the total emission.

²⁶ Scope 3 is disclosed in 2024.

²⁷ Carbon credit allowed for offset are carbon credit from Clean Development Mechanism (CDM), also known as certified emission reduction (CERs), carbon credit from verified emission reductions (VERs) solely in Thailand, and Thailand Voluntary Emission Reductions (TVERs).

²⁸ Verified by ERM Certification and Verification Services (LRQA).

²⁹ By the auditor in accordance with the report certification conditions.

Greenhouse gas emission intensity per unit of user^(305-1, 305-2, 305-4)

	2022				2023				2024					
	Hospitality Business	Hospitality Business (Head Office) ¹⁷	Commercial and Retail Business	Singha Estate (Head Office) ¹⁷	Hospitality Business	Hospitality Business (Head Office)	Commercial and Retail Business	Singha Estate (Head Office) ¹⁷	Hospitality Business (Thailand)	Commercial and Retail Business	Industrial Estate and Infrastructure Business	Residential Property Business	Singha Estate (Head Office) ¹⁷	กลุ่มสิงห์ เอสเตท
Scope 1, 2 (metric ton of carbon dioxide equivalent/unit/year)	5,268	206	9,043	509	15,584	99	9,873	610	12,718	9,037	218	1,828	467	24,268
User (person/year) ³⁰	58,429	487	2,985,120	3,018	39,993	574	8,636,389	2,945	148,213	35,314,312	N/A	N/A	36,645	N/A
Carbon emissions per unit of usage (metric ton of carbon dioxide equivalent/unit/year)	0.0902	0.42	0.003	0.17	0.3872	0.1780	0.0012	0.2071	0.0853 metric ton of carbon dioxide equivalent/room solds	0.0003 metric ton of carbon dioxide equivalent/sq.m.	N/A	N/A	0.0127 metric ton of carbon dioxide equivalent/persons	N/A

Construction waste generated⁽³⁰⁶⁻³⁾

Type	2022		2023		2024	
	Amount (kg.)	Proportion (%)	Amount (kg.)	Proportion (%)	Amount (kg.)	Proportion (%)
General waste	15,904.00	9.98%	36,848.00	20.44%	182,423.00	19.61%
Recycle waste	143,388.10	90.02%	143,388.10	79.56%	748,002.60	80.39%
Total	159,292.10	100.00%	180,236.10	100.00%	930,425.60	100%

Amount of construction materials recycled of Singha Estate⁽³⁰¹⁻²⁾

Type	2022			2023			2024		
	Amount (kg.)		Proportion (%)	Amount (kg.)		Proportion (%)	Amount (kg.)		Proportion (%)
Total Construction Waste	65,419.42		100%	37,158.00		100%	11,972.82		100%
Construction materials recycled	7,733.27		11.82%	5,813.65		15.65%	2,091.79		17.47
	Materials (ton)	Recycled (ton)		Materials (ton)	Recycled (ton)		Materials (ton)	Recycled (ton)	
Aluminum	1,177.45	1,142.13	97%	79.00	76.63	97%	0	0	0
Concrete	59,358.97	2,861.74	4.99%	39,626.00	2,773.82	7%	10,464.82	583.79	5.58%
Metal	3,217.17	3,063.08	95.73%	2,856.00	2,856.00	100%	1,508	1,508	100%
Glass	1,665.82	666.33	40%	268.00	107.20	40%	0	0	0

Remark: Documented in accordance with LEED certification.

³⁰ Units include commercial business, unit is square meters, hotel business, unit is Room Sold, head office, unit is per person.

Amount and proportion of waste by type^(306-3, 306-4, 306-5)

Commercial and Retails Business	SUNTOWERS (Head Office) (Kg-percent)			Singha Complex (Kg-percent)			S-OASIS (Kg-percent)			S-Metro (Kg-percent)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Recyclable waste (1+2+3+4+5)	3,704 (1.80%)	4,365 (1.44%)	1,404.90 (14.06%)	N/A	N/A	47,712.85 (14.56%)	N/A	926 (2.00%)	2,581.00 (4.20%)	N/A	N/A	3,867.50 (2.03%)
1. Paper	N/A	N/A	1,038.20 (10.39%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	2,079.00 (3.38%)	N/A	N/A	0.00 (0.00%)
2. Glass	448 (0.22%)	459 (0.15%)	133.60 (1.34%)	N/A	N/A	47,123 (14.38%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)
3. Plastic	3,256.00 (1.58%)	3,906 (1.29%)	119.90 (1.20%)	N/A	N/A	589.85 (0.18%)	N/A	926 (2.00%)	502.00 (0.82%)	N/A	N/A	3,867.50 (2.03%)
4. Metal/Aluminum	N/A	N/A	113.10 (1.13%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)
5. Styrofoam	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)
General waste/ Wet waste	202,265 (98.20%)	297,360 (98.55%)	7,482.40 (74.88%)	348,757 (100%)	349,488 (100%)	280,031.00 (85.44%)	N/A	45,413 (98.00%)	43,141.00 (70.12%)	N/A	N/A	186,816.00 (97.97%)
Organic waste	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)
Food waste	N/A	N/A	1,105.80 (11.07%)	N/A	N/A	0.00 (0.00%)	N/A	N/A	15,800 (25.68%)	N/A	N/A	0.00 (0.00%)
Hazardous waste	N/A	N/A	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)	-	-	0.00 (0.00%)	N/A	N/A	0.00 (0.00%)
Total	205,969 (100%)	301,725 (100%)	9,993.10 (100%)	348,757 (100%)	349,488 (100%)	327,743.85 (100%)	-	46,339 (100%)	61,522.00 (100%)	N/A	N/A	190,683.50 (100%)

Hospitality Business	Santiburi Koh Samui			SAii Phi Phi Island Village			CROSSROADS Maldives			SAii Laguna Phuket	
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2023	2024
Recyclable waste (1+2+3+4+5)	7,873 (3%)	11,749 (3.3%)	12,051.50 (3.58%)	27,690 (7%)	36,104 (6.3%)	17,625.36 (3.29%)	73,330 (25%)	184,397.46 (26%)	176,093.50 (29.39%)	2,904.6 (0.66%)	1,640.45 (1.30%)
1. Paper	2,550 (1%)	3,544 (1.0%)	3,769.00 (1.12%)	5,587 (1%)	6,355 (1.1%)	4,684.32 (0.87%)	35,549 (12%)	52,193.53 (7%)	53,736.23 (8.97%)	1,098 (0.25%)	749.00 (0.59%)
2. Glass	990 (0.4%)	2,325 (0.7%)	5,924.00 (1.76%)	14,262 (4%)	17,003 (3.0%)	10,401.64 (1.94%)	12,253 (4%)	91,106.38 (14%)	94,151.42 (15.71%)	456 (0.10%)	82.70 (0.07%)
3. Plastic	911 (0.4%)	1,345 (0.4%)	1,344.00 (0.40%)	6,579 (2%)	5,526 (1.0%)	2,539.40 (0.47%)	8,809 (3%)	13,314.18 (2%)	13,673.13 (2.28%)	633 (0.14%)	543.20 (0.43%)
4. Metal/Aluminum	2,272 (0.9%)	4,535 (1.3%)	1,014.50 (0.30%)	1,262 (0.3%)	7,220 (1.3%)	0.00 (0.00%)	12,126 (4%)	19,503.98 (3%)	5,789.84 (0.97)	717.60 (0.16%)	265.55 (0.21%)
5. Styrofoam ³¹	1,150 (0.5%)	0 (0.0%)	0.00 (0.00%)	-	2,069 (0.4%)	0.00 (0.00%)	4,592 (2%)	8,279.38 (1%)	8,742.90 (1.46%)	0.00 (0.00%)	0.00 (0.00%)
General waste/ Wet waste ³²	197,334 (80%)	251,657 (71.5%)	220,428.09 (65.41%)	97,241 (24%)	125,883 (21.9%)	98,024.74 (18.31%)	31,570 (11%)	72,595.50 (10%)	54,755.60 (9.14%)	261,106 (59.39%)	60,400.00 (47.82%)
Organic waste ³³	19,340.39 (8%)	47,569 (13.5%)	65,383.50 (19.40%)	202,107 (50%)	246,156 (42.9%)	275,262.95 (51.41%)	31,570 (11%)	68,973.10 (9%)	78,337.97 (13.07%)	0.00 (0.00%)	0.00 (0.00%)
Food waste	21,921.62 (9%)	29,216 (8.3%)	39,113.94 (11.61%)	76,875 (19%)	125,883 (21.9%)	144,457.78 (27.00%)	159,205 (54%)	356,129.40 (55%)	289,989.97 (48.40%)	175,672 (39.95%)	64,236.00 (50.86%)
Hazardous waste	130 (0.1%)	5 (0.001%)	0.00 (0.00%)	2,648 (1%)	1,942 (0.3%)	0.00 (0.00%)	-	-	0.00 (0.00%)	-	30.00 (0.02%)
Total	246,599 (100%)	351,943 (100%)	336,977.03 (100%)	406,561 (100%)	574,141 (100%)	535,460.84 (100%)	295,675 (100%)	682,095.45 (100%)	599,177.04 (100%)	439,682.6 (100%)	126,306.45 (100%)

³¹ โครงการ CROSSROADS สาธารณรัฐมัลดีฟส์ จะนำโฟมทั้งหมดเข้าเครื่องย่อย (Shredder) เพื่อแปรรูปเป็นเบาะรองนั่งแบบ Bean Bag ผสมกับซีเมนต์เพื่อทำอิฐบล็อกปูพื้น หรือใช้ทำหรือขายต่อเพื่อประโยชน์อื่น ๆ

³² โครงการ CROSSROADS สาธารณรัฐมัลดีฟส์ จะนำขยะทั่วไปส่วนหนึ่งเข้าเครื่องเผาขยะ (Incinerator) และอีกส่วนหนึ่งส่งไปกำจัดที่ Thilafushi

³³ สามารถนำไปทำเป็นปุ๋ยหมักต่อได้

ANNEX OF SUSTAINABILITY PERFORMANCE

SOCIAL DIMENSION

Data				Unit	2022	2023	2024	Standards
Number of Employee ¹								
Total Employee				Person	3,112	3,174	3,222	GRI 2-7
Gender	Male		Person	1,967	1,998	1,982		
	Female		Person	1,145	1,176	1,240		
Nationality	Thai		Person	1,270	1,353	1,674		
	Maldivian nationality and others		Person	1,842	1,821	1,548		
Age	20 - 30 years	Male	Person	689	655	603		
		Female	Person	311	295	325		
	30 – 50 years	Male	Person	1,160	1,208	1,246		
		Female	Person	756	790	812		
	Above 50 years	Male	Person	118	135	133		
		Female	Person	78	91	103		
Employee				Person	3,009	2,771	2,763	
Contract				Person	103	403	459	
Local employee ¹								
Local employee				Person	2,070	2,088	2,122	GRI 201-1
Ratio of local employee				%	67	66	66	
New employee ¹								
Total new employee				Person	1,384	968	858	GRI 401-1
Gender	Male		Person	928	616	525		
			%	29.82	19.41	16.29		
	Female		Person	456	352	333		
			%	14.65	11.09	10.34		
Age	20 - 30 years		Person	522	477	470		
			%	16.77	15.03	14.59		
	30 – 50 years		Person	737	470	374		
			%	23.68	14.81	11.61		
	Above 50 years		Person	125	21	14		
			%	4.02	0.66	0.43		
Location	Thailand		Person	429	351	284		
			%	13.79	11.06	8.81		
	The Republic of Maldives		Person	539	303	250		
			%	17.32	9.55	7.76		
	The Republic of Fiji		Person	429	261	283		
			%	13.79	8.22	8.87		
	The Republic of Mauritius		Person	539	53	41		
			%	17.32	1.67	1.27		
	Other		Person	305	-	-		
			%	9.80	-	-		

Data		Unit	2022	2023	2024	Standards
Employees leave ¹						GRI 401-1
Total of employee leave		Person	783.00	793.00	749.00	
Turnover Rate		%	25.16	24.98	23.25	
Gender	Male	Person	516	499	487	
		%	16.58	19.41	15.11	
	Female	Person	267	294	262	
		%	8.58	11.09	8.13	
Age	20 - 30 years	Person	384	331	348	
		%	12.34	10.24	10.80	
	30 – 50 years	Person	371	440	352	
		%	11.92	13.45	10.92	
	Above 50 years	Person	28	22	49	
		%	0.90	0.69	1.52	
Location	Thailand	Person	214	351	170	
		%	6.88	11.06	5.28	
	The Republic of Maldives	Person	257	303	238	
		%	8.26	9.55	7.39	
	The Republic of Fiji	Person	214	261	240	
		%	6.88	8.22	7.45	
	The Republic of Mauritius	Person	257	53	101	
		%	8.26	1.67	3.13	
	Other	Person	197	-	-	
		%	6.33	-	-	
Parental leave ¹						GRI 401-3
Number of employees who have taken parental leave	Male	Person	204	228	661	
	Female	Person	1,142	1,176	1,159	
Number of employees who took parental leave	Male	Person	3	5	28	
	Female	Person	22	31	39	
Number of employees who returned after parental leave	Male	Person	3	5	28	
	Female	Person	21	30	34	
Number of employees who returned after parental leave and remained employed for at least one year	Male	Person	3	4	28	
	Female	Person	16	28	29	
Return to Work Rate	Male	%	100.00	100.00	100.00	
	Female	%	95.45	96.77	87.18	
Retention Rate	Male	%	100.00	80.00	100.00	
	Female	%	76.00	93.00	85.00	

Data			Unit	2022	2023	2024	Standards
Singha Estate employee diversity (By Level) ²							GRI 405-1
Senior Management (VP and above)	Male	Person	15	13	12		
	Female	Person	15	15	12		
	Ratio (male:female)	Percentage	50 : 50	46 : 54	50 : 50		
Management (SM - FAVP)	Male	Person	35	41	34		
	Female	Person	32	34	36		
	Ratio (male:female)	Percentage	52 : 48	55 : 45	49 : 51		
Supervisor level (AM - M)	Male	Person	68	64	61		
	Female	Person	46	51	45		
	Ratio (male:female)	Percentage	60 : 40	56 : 44	58 : 42		
Operation level (SO and Below)	Male	Person	72	73	75		
	Female	Person	44	53	46		
	Ratio (male:female)	Percentage	62 : 38	58 : 42	62 : 38		
Singha Estate employee diversity (By Age) ²							
20 - 30 years		Person	62	60	53		
		Percentage	18.96	17.44	16.51		
30 – 50 years		Person	237	256	241		
		Percentage	72.48	74.42	75.08		
Above 50 years		Person	28	28	27		
		Percentage	8.56	8.14	8.41		
Singha Estate employee diversity (By Gender) ²							
Male employee		Person	137	153	139		
Compared to the total employees		Percentage	41.90	44.48	43.30		
Female employee		Person	190	191	182		
Compared to the total employees		Percentage	58.10	55.52	56.70		
Singha Estate employee diversity (Female : Male) ²							
All Employee level (female: male)		Ratio	1.01 : 1	1.05 : 1	1.03 : 1		
Executive level (female: male)			1.04 : 1	1.22 : 1	1.03 : 1		
Management level (female: male)			1.01 : 1	0.94 : 1	1.00 : 1		
Supervisor level (female: male)			0.99 : 1	1.02 : 1	0.97 : 1		
Operation level (female: male)			1.00 : 1	1.04 : 1	1.14 : 1		
Employee training ¹							
Average hours of employee training		hour/person/ year	30.11	42.44	45.77		
Gender	Male		29.25	44.55	45.31		
	Female		29.56	41.20	46.37		
Employee level and operational sites	Management level		26.07	24.74	47.97		
	Head office		46.59	53.37	30.51		
	Operational and service level		26.47	41.68	35.62		
Budget of employee training		baht/year	8,376,197.07	8,362,941.93	3,450,063.54		

คะแนนความผูกพันของพนักงาน (EOS)	Unit	2022	2023 ³	2024	Standard
Head office ¹	%	73	73	79	SET ESG Ratings
Hospitality		81	81	81	
Commercial and retails		83	83	77	
Residential		70	70	85	
Industrial estate and infrastructure		63	63	77	

Statistics of work-related injuries at Singha Estate

Occupational Accident		2022 ⁴		2023		2024		Standards
Recordable Work-related Injuries		No. of incidents	Ratio	No. of incidents	Ratio	No. of incidents	อัตราการเกิด	
Recordable Work-related Injuries								GRI 403-9
Residential business	Employee	0	0	0	0	0	0	
	Contractors	0	0	3	0	0	0	
Head office and Commercial estate	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Hospitality	Employee	N/A	N/A	51	1.93	0	0	
	Contractors	N/A	N/A	N/A	N/A	N/A	N/A	
Industrial estate and infrastructure	Employee	N/A	N/A	0	0	0	0	
	Contractors	N/A	N/A	0	0	0	0	
High-consequence Work-related Injured (Excluding Fatalities)								
Residential business	Employee	0	0	0	0	0	0	
	Contractors	0	0	3	0	0	0	
Head office and Commercial estate	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Hospitality	Employee	N/A	N/A	0	0	0	0	
	Contractors	N/A	N/A	N/A	N/A	N/A	N/A	
Industrial estate and infrastructure	Employee	N/A	N/A	0	0	0	0	
	Contractors	N/A	N/A	0	0	0	0	
Fatalities as a result of work-related injury								
Residential business	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Head office and Commercial estate	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Hospitality	Employee	N/A	N/A	0	0	0	0	
	Contractors	N/A	N/A	N/A	N/A	N/A	N/A	
Industrial estate and infrastructure	Employee	N/A	N/A	0	0	0	0	
	Contractors	N/A	N/A	0	0	0	0	

Occupational Accident		2022 ⁴		2023		2024		Standards
Recordable Work-related Injuries		No. of incidents	Ratio	No. of incidents	Ratio	No. of incidents	อัตราการเกิด	
Rate of Lost Time Injury Frequency (LTIFR)								GRI 403-9
Residential business	Employee	0	0	0	0	0	0	
	Contractors	1	0.1783	3	0.7151	0	0	
Head office and Commercial estate	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Hospitality	Employee	N/A	N/A	13	2.73146	0	0	
	Contractors	N/A	N/A	N/A	N/A	N/A	N/A	
Industrial estate and infrastructure	Employee	N/A	N/A	0	0	0	0	
	Contractors	N/A	N/A	0	0	0	0	
Recordable work-related ill (no. of cases)								GRI 403-10
อสังหาริมทรัพย์เพื่อที่พักอาศัย	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
สำนักงานใหญ่และอสังหาริมทรัพย์เพื่อการค้า	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
โรงแรม	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
นิคมอุตสาหกรรมและโครงสร้างพื้นฐาน	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Fatalities as a result of work-related ill health (no. of cases)								GRI 403-10
Residential business	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Head office and Commercial estate	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Hospitality	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Industrial estate and infrastructure	Employee	0	0	0	0	0	0	
	Contractors	0	0	0	0	0	0	
Occupational Accident								GRI 403-5
				Employee	Contractors	Employee	Contractors	
Number of training courses				6	350	6	260	
Total training hours				45	2,100	45	1,560	
Average training hours (hour/person/year)				45	6.5	45	6	
Participant coverage				100%	100%	100%	100%	

Remark: *Accident data is calculated from 1 unit per 1,000,000 working hours.

¹ Employee include Singha Estate PCL, Max Future Co.,Ltd., Singha Property Development Co.,Ltd., S Residential Development Co.,Ltd. and S Hotels & Resort PCL.

² Data from Singha Estate Public Company Limited

³ Using the EOS evaluation results will remain the same from 2022 because the evaluation criteria has been adjusted to every 2 years/time and the evaluation results will be used to create projects to create engagement for employees.

⁴ In 2023 no data show from hospitality and Industrial estate and infrastructure business.

ANNEX OF SUSTAINABILITY PERFORMANCE

ECONOMIC DIMENSION

Data		Unit	2022	2023	2024	Standards
Direct economic value creation and economic value distribution.						
Revenues ¹		Million baht	12,529.52	14,674.76	15,095.26	GRI 201-1
Operating costs ²		Million baht	7,799.91	9,344.91	9,492.82	
Employee wages and benefits ³		Million baht	3,439.13	3,635.79	3,859.51	
Payment to providers of capital ⁴		Million baht	0.00	137.07	102.81	
Tax paid to the state ⁵		Million baht	188.97	250.59	223.11	
Charitable donation, community investment, and programs to support social and environmental initiatives		Million baht	0.30	4.50	1.67	
Economic value retained ⁶		Million baht	1,101.82	1,301.90	1,415.34	
Employee Wages ⁷						
Total employee wages	Total	Million baht	N/A	2,188.00	2,319.00	GRI 201-1
	Male	Million baht	N/A	751.00	1,510.00	
	Female	Million baht	N/A	1,437.00	808.00	
Ratio employee wages	Male	Percentage	N/A	34.32	65.11	
	Female	Percentage	N/A	65.68	34.84	
Provident Fund Information ⁸						
No of employees participating in the project		Person	N/A	944	953	SET ESG Ratings
		Percentage	N/A	70	68	
Amount of money contributed by the Company		Million baht	N/A	37	42	

¹ Excluded other incomes.

² Other operating expenses except employee and tax expenditures, charity donations, donations for public interests and educational programs.

³ Employee expenses consist of salary, wages, overtime, bonus, pension, allowance, fringe benefit, provident fund paid by the Company as fringe benefit, and other welfare such as medical insurance and annual health checkup.

⁴ Payment to investors is defined as dividend fund paid to shareholders and interest expenses.

⁵ Tax payment to the state comprised direct and indirect taxes namely, corporate income tax, property tax, value added tax, and special business tax.

⁶ Economic value retained = Direct economic value generated – Economic value distributed.

⁷ All employees include Singha Estate PCL., Max Future Co.,Ltd., Singha Property Development Co.,Ltd. and S Hotels & Resort PCL.

⁸ Information on the Provident Fund 2024 as of the end of December 2024 for the Singha Estate Group operating in Thailand only.

Data	Unit	2022	2023	2024	Standards
The number of complaints arising from the operations of Singha Estate					
Behave inappropriately	Case	1	0	1	SET ESG Ratings
Corrupt	Case	0	0	1	
Violation of human rights	Case	0	0	0	
Other	Case	0	0	0	
Total	Case	1	0	2	
Resolve complaints					
The case is in the process	Case	0	0	0	SET ESG Ratings
The case has been resolved.	Case	1	0	2	
The number of complaints arising from the operations of Singha Estate					
Noise	Case	14	16	1	SET ESG Ratings
Dust	Case	12	13	2	
Water leakage	Case	1	0	0	
Falling objects	Case	4	41	0	
Other	Case	16	12	0	
Total complaints	Case	47	82	3	
Total construction projects	Project	6	7	3	
New Supplier Screening					
New supplier screened using environmental criteria	Company	N/A	N/A	103	GRI 308-2
New supplier screened using social criteria	Company	N/A	N/A	103	GRI 414-1