

Environmental Performance Data¹

Greenhouse Gases Emissions

Greenhouse Gases Emissions	Unit	2021	2022	2023
Total Greenhouse Gases Emissions (Scope 1 and 2)	tCO ₂ e	N/A	20,285	18,876
Target to reduce Greenhouse Gases Emissions (Scope 1 and 2)	Percentage	N/A	N/A	3.8 ²
Direct GHG emissions (Scope1)	tCO ₂ e	N/A	2,088	1,236
Stationary combustion	tCO ₂ e	N/A	26	30
Mobile combustion	tCO ₂ e	N/A	1,982	994
Fugitive emissions - Anesthetic gas	tCO ₂ e	N/A	80	212
Indirect GHG emissions (Scope 2)	tCO ₂ e	N/A	18,197	17,640
Electricity purchased	tCO ₂ e	N/A	18,467	17,882
Electricity sold	tCO ₂ e	N/A	270	242
Indirect GHG emissions (Scope 3) ³	tCO ₂ e	N/A	549,873	1,018,847 ⁴

Energy Consumption within the organization

Energy Consumption	Unit	2021	2022	2023
Total energy consumption	MWh	N/A	43,925	38,907
Target to reduce non-renewable energy	Percentage	N/A	N/A	3.8
Non-renewable fuel consumed	MWh	N/A	7,518	3,524
Non-renewable fuel consumed: Stationary combustion	MWh	N/A	109	123
Non-renewable fuel consumed: Mobile combustion	MWh	N/A	7,408	3,401
Electricity consumption	MWh	N/A	36,407	35,383
Electricity consumption target	Percentage	N/A	N/A	3.8 ⁵
Electricity purchased	MWh	N/A	36,947	35,770
Self-generated electricity	MWh	N/A	0	95
Electricity sold	MWh	N/A	541	483
Non-renewable fuel consumed				
Gasoline	Litre	N/A	N/A	230,329
Diesel oil	Litre	N/A	N/A	127,185
LPG	Litre	N/A	N/A	10,044

*N/A = The data has not been recorded

¹ Data coverage: Phanalee Estate Co., Ltd., Putthachart Estate Co., Ltd., Prukha Real Estate Plc., Kaysorn Construction Co., Ltd., Prukha Holding Plc., Inno Precast Company Limited, Vimut Hospital Co., Ltd. And Theptanyapa Co., Ltd.

² Base year in 2022

³ Data coverage: Construction activities and use of sold product of Prukha Real Estate Plc.

⁴ The data quality has adjusted and improvement.

⁵ Electrical consumption reduction target for Vimut hospital with base year in 2022

Water Consumption

Water Consumption	Unit	2021	2022	2023
Water consumption	Megalitre	N/A	247	241
Wastewater discharge target	Megalitre	N/A	N/A	0 ⁶
Water withdrawal	Megalitre	N/A	1,236	1,206
Water discharge	Megalitre	N/A	989	965

Waste Generation

Waste Generation	Unit	2021	2022	2023
Waste generated	Tonnes	N/A	11,995	7,188
Waste directed to disposal target	Percentage	N/A	N/A	5⁷
Hazardous waste	Tonnes	N/A	76	89
Non-hazardous waste	Tonnes	N/A	11,919	7,101
Waste diverted to disposal	Tonnes	N/A	11,693	6,739
Waste directed to disposal	Tonnes	N/A	302	450
% Waste diverted	Percentage	N/A	97	94
% Waste directed	Percentage	N/A	3	6

Air Pollution average

Air Pollution	Unit	2021	2022	2023
Nitrous Oxides (NO _x)	mg/m ³	N/A	N/A	0.01
Sulphur Oxide (SO _x)	mg/m ³	N/A	N/A	0.02

Particulate Matter Pollution average

Particulate Matter Pollution	Unit	2021	2022	2023
Total Suspended Particulate (TSP)	mg/m ³	N/A	N/A	0.08
PM 10	mg/m ³	N/A	N/A	0.06

Environmental Training

Environmental Training	Unit	2021	2022	2023
Number of employees trained on environmental policies and practices	Person	1,643	1,599	1,575
Percentage of employees trained on environmental policies and practices	Percentage	100	100	100

*N/A = The data has not been recorded

⁶ Zero water discharge for Inno-Precast

⁷ Base year in 2022

Social Performance Data⁸

Human resource

Human resource	Unit	2020		2021		2022		2023	
		Male	Female	Male	Female	Male	Female	Male	Female
Total number of Employee	Person	1,813		1,643		1,599		1,575	
Breakdown by gender	Person	916	897	815	828	802	797	722	853
Percentage	Percentage	51	49	50	50	50	50	46	54
Breakdown by age									
< 30 years	Person	114	101	74	62	124	79	101	83
30-50 years	Person	702	760	638	724	589	681	512	712
> 50 years	Person	100	36	103	42	89	37	109	58
Breakdown by management level ⁹									
Top management	Person	17	7	17	4	19	7	18	8
Management	Person	184	103	178	108	168	117	168	146
Operation	Person	715	787	620	716	615	673	536	699
Breakdown by hiring contract									
Permanent employee	Person	910	894	803	824	796	794	718	850
Temporary employee	Person	2	0	8	1	3	0	3	1
Disabled employee	Person	4	3	4	3	3	3	1	2
Breakdown by working area									
Head office and Bangkok	Person	345	491	310	437	301	479	334	537
Other area	Person	571	406	505	391	501	318	388	316
Total number of new employees	Person	67		94		371		394	
Breakdown by gender	Person	33	34	58	36	243	128	195	199
Percentage	Percentage	49	51	62	38	65	35	49	51
Voluntary turnover	Person	248		238		291		251	
Total employee turnover rate	Percentage	14		14		18		16	
Breakdown by gender	Person	134	114	142	96	167	124	142	109
Percentage	Percentage	54	46	60	40	57	43	57	43
Employee Remuneration	Baht	2,340,161,543		1,725,431,995		1,709,694,227		1,408,038,362	
Breakdown by gender	Baht	N/A	N/A	N/A	N/A	957,056,012	752,638,215	712,079,583	695,958,779
Management remuneration	Baht	215,299,710		151,876,386		230,709,691		187,836,267	
Employee remuneration	Baht	2,124,861,833		1,573,555,609		1,478,984,536		1,220,202,095	
Proportion of management and employee remuneration	Ratio	11.46		6.02		8.41		5.38	

*N/A = The data has not been recorded

⁸ Data coverage: Data coverage: Zdecor Co., Ltd., Clickzy Co., Ltd., Synergy Growth Co, Ltd., MyHaus Tech Co., Ltd., Phanalee Estate Co., Ltd., Putthachart Estate Co., Ltd., Pruksa Real Estate Plc., Kaysorn Construction Co., Ltd., Pruksa Holding Plc., Regen Management Services Co., Ltd., Regen Innovation Co., Ltd., Inno Home Construction Co., Ltd., Vimut Hospital Co., Ltd., Theptanyapa Co., Ltd. Not include Inno Precast Company Limited 2023 onwards.

⁹ Employee Levels are classified as follow; Top management = brand 6 onward, Management = brand 4-5, Operation = brand 0-3

Humane Resource	Unit	2020	2021	2022	2023
Employee Provident Fund	Person	1,496	1,309	1,086	753
Percentage	Percentage	83	80	68	48
Provident fund by employer	Baht	105,825,099	84,284,795	72,803,228	69,402,505
Annual health checkup	Person	187	152	1,045	851
Percentage	Percentage	10	9	65	54

Human capital development

Human capital development	Unit	2020		2021		2022		2023	
		Male	Female	Male	Female	Male	Female	Male	Female
Expenditure of human capital development	Million Baht	10		5		5		10.55	
Trainings and development - hour	Hour	5,322		7,490		23,689		41,571	
Trainings and development - average hour	Hour	5.97		8.95		15.41		26.5	
Breakdown by gender - hour	Hour	1,707	3,615	4,204	3,286	14,286	9,403	21,116	20,455
Breakdown by gender - average hour	Hour	5.0	6.6	9.1	8.8	17.8	12.8	26.5	26.5
Breakdown by management level - average hour									
Top management	Person	6.00	12.85	7.33	4.55	213.9	25.42	14.00	11.00
Management	Person	5.78	8.70	10.74	8.38	29.92	16.87	54.38	28.56
Operation	Person	7.53	11.70	8.39	8.84	16.93	11.00	39.96	37.60
Trainings and development - employee	Person	891		837		1,537		1,569	
Percentage	Percentage	49		51		96		100	
Breakdown by gender - employee	Person	340	551	462	375	802	735	797	772
Percentage	Percentage	38	62	55	45	52	48	51	49
Trainings and development – management level									
Top management	Person	1	7	3	11	7	19	13	23
Management	Person	42	82	62	106	163	160	120	159
Operation	Person	182	222	400	263	685	554	740	643

Employee engagement

Employee engagement	Unit	2020		2021		2022		2023	
		Male	Female	Male	Female	Male	Female	Male	Female
Employee engagement	Percentage	37		68		84		85	
Breakdown by gender	Percentage	N/A	N/A	N/A	N/A	N/A	N/A	84.6	85.4
Breakdown by generation									
Baby Boomer (BB)	Percentage	N/A		N/A		85.9		90.5	
Generation X	Percentage	N/A		N/A		84.1		86.6	
Generation Y	Percentage	N/A		N/A		83.7		84.9	
Generation Z	Percentage	N/A		N/A		83.1		83.3	
Employee engagement assessment	Person	953	950	793	829	743	774	750	797

Human rights

Human rights	Unit	2020	2021	2022	2023
Number of Human rights violation cases within organization	Case	0	0	0	0
Discrimination	Case	0	0	0	0
Sexual Harassment	Case	0	0	0	0
Child labour	Case	0	0	0	0
Whistleblowing case	Case	0	0	0	0
By external organization	Case	0	0	0	0
By internal organization	Case	0	0	0	0
Risk with mitigation or remediation process					
On process	Case	0	0	0	0
Implemented	Case	0	0	0	0
Percentage of implemented	Percentage	0	0	0	0
Percentage of human right training for employee	Percentage	100	100	100	100

Community Engagement

Community Engagement	Unit	2020	2021	2022	2023
Number of employees involve in community engagement	Person	N/A	N/A	N/A	1,544
Percentage	Percentage	N/A	N/A	N/A	98

*N/A = The data has not been recorded

Occupational Health and Safety¹⁰

Occupational Health and Safety	2020		2021		2022		2023	
	Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor
Target of Fatalities as a result of work-related injury	0		0		0		0	
(Work-related injuries)								
Rate of recordable work-related injuries	0.09	0.1	0.09	0.15	0.38	0	0.36	0.57
Rate of high-consequence work-related injuries - excluding fatalities	0	0	0	0.05	0.38	0	0.18	0.00
Rate of Fatalities as a result of work-related injury	0.09	0	0	0	0	0.05	0.00	0.00

¹⁰ Case per 1,000,000 working hours

Governance Performance Data

Customer Relationship Management

Customer Relationship Management	Unit	2020	2021	2022	2023
Real estate Customer Satisfaction Index; CSI / Target	Percentage	90.18	92.75	91.84	- ¹¹
Real estate Net Promoter Score; NPS / Target	Percentage	N/A	N/A	N/A	20/12
IPD-Hospital Net Promoter Score; NPS / Target	Percentage	N/A	N/A	82	88/95
OPD-Hospital Net Promoter Score; NPS / Target	Percentage	N/A	N/A	76	72/95

Customer Privacy and Cybersecurity

Customer Privacy and Cybersecurity	Unit	2020	2021	2022	2023
Violation of customer data privacy cases	Case	0	0	0	0
Cyberattack Drill	Time	N/A	N/A	N/A	0
Percentage of cybersecurity training for employee	Percentage	N/A	N/A	N/A	0

Technology, Innovation, and Digital

Technology, Innovation, and Digital	Unit	2020	2021	2022	2023
Research and development (R&D) expenditures in new and alternative technologies	Million Baht	N/A	N/A	N/A	16.2

Risk Management Training

Risk Management Training	Unit	2020	2021	2022	2023
Annual risk management training	Hour	N/A	N/A	702	857
Percentage of risk management training provided to employees	Percentage	N/A	N/A	94	90
Percentage of risk management training assessment	Percentage	N/A	N/A	100	100

*N/A = The data has not been recorded

¹¹ Real estate transitions from CSI to NPS assessment in 2023 onward

Code of Conduct

Code of Conduct	Unit	2020	2021	2022	2023
Code of Conduct acknowledgement					
Percentage of Code of Conduct acknowledgement by employee	Percentage	99	100	100	100
Percentage of Code of Conduct acknowledgement by subsidiary companies	Percentage	N/A	100	100	100
Percentage of Code of Conduct acknowledgement by joint venture company	Percentage	N/A	N/A	100	100
Code of Conduct communication					
Percentage of Code of Conduct communication by employee	Percentage	99	83	99	98
Percentage of Code of Conduct communication by subsidiary companies	Percentage	N/A	64	99	84
Percentage of Code of Conduct communication by joint venture company	Percentage	N/A	N/A	100	100
Corporate Governance Report					
CGR Score	Percentage	96	99	96	99
Code of Conduct on breaches					
Code of Conduct on breaches	Case	10	3	0	7
Percentage of Code of Conduct on breaches completed	Percentage	100	100	100	43
Conflict of interest declaration					
Percentage of director, management and employee are reported	Percentage	N/A	N/A	N/A	100

Sustainable Supply Chain

Sustainable Supply Chain	Unit	2020	2021	2022	2023
Total number of suppliers	Supplier	N/A	N/A	N/A	914
Breakdown by volume					
> 100 million Baht	Supplier	N/A	N/A	N/A	7
50-100 million Baht	Supplier	N/A	N/A	N/A	14
10-50 million Baht	Supplier	N/A	N/A	N/A	118
< 10 million Baht	Supplier	N/A	N/A	N/A	775
Critical Tier 1 Suppliers	Supplier	N/A	N/A	N/A	35
Percentage of Critical Tier 1 Suppliers	Percentage	N/A	N/A	N/A	3.83
Critical non-Tier 1 Suppliers	Supplier	N/A	N/A	N/A	1
Percentage of Critical non-Tier 1 Suppliers	Percentage	N/A	N/A	N/A	0.11
Percentage of <i>supplier Code of Conduct</i> acknowledgement	Percentage	N/A	N/A	N/A	100
Percentage of Tier 1 suppliers assessed on ESG risk	Percentage	N/A	N/A	N/A	100
Percentage of supplier with high ESG risk with implication plan	Percentage	N/A	N/A	N/A	0
Percentage of local purchasing volume	Percentage	N/A	N/A	100	100

*N/A = The data has not been recorded