

**CHEWATHAI**

BUILD A LIFE

# SUSTAINABILITY REPORT 2025





# VISION

**CHEWATHAI** aspires to be the preferred choice in real estate by relentlessly enhancing its products and services to transcend customers' satisfaction.

# MISSION

- Nurture Life-partnerships with customers
- Invest continuously in its human capital
- Foster resilient bonds with business associates
- Embrace utmost responsibility towards its community & environment

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## THE DIRECTORS

(Disclosure 102-22, 102-26)



6

4

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3

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### 1 Mr. Chartchai Panichewa

- Chairman of the board of Directors
- Chairman of the Executive Committee
- The Authorized director of the Company

### 3 Mr. Boon Choon Kiat CFA, CPA

- Director, Executive Director
- Member of the Corporate Governance and Sustainability Committee
- Member of the Risk Management Committee
- Managing Director
- The Authorized director of the Company

### 5 Mr. Chaiyut Techatassanasoontorn

- Independent Director
- Member of Audit Committee
- Chairman of Nomination and Remuneration
- Chairman of the Corporate Governance and Sustainability Committee
- Member of the Risk Management Committee

### 2 Mrs. Somhatai Panichewa

- Director
- Executive Director
- The Authorized director of the Company

### 4 Mrs. Supaporn Burapakusolsri

- Independent Director
- Chairman of the Audit Committee
- Member of Nomination and Remuneration Committee
- Member of Corporate Governance and Sustainability Committee
- Member of Risk Management Committee

### 6 Mr. phinij Harnphanich

- Independent Director
- Member of the Audit Committee
- Chairman of Risk management Committee
- Member of Nomination and Remuneration Committee



## MESSAGE FROM CHAIRMAN OF CORPORATE GOVERNANCE COMMITTEE

(Disclosure 102-14)

### Chewathai PCL

**places importance on Corporate Social Responsibility (CSR) and Sustainable Development (SD) together with business operations for business goals and creating maximum wealth to shareholder**

Chewathai Public Company Limited (the “Company”) places importance on the issues of Corporate Social Responsibility (CSR) and Sustainable Development (Sustainable Development: SD) along with conducting business for business goals. and create maximum wealth for shareholders Under the framework of good corporate governance (Corporate Governance) with an emphasis on creating balance at the same time. which is the issue of sustainable organizational development Without looking for profit alone, taking into account 3 main factors: environment, society and governance. (Environment, Social, Governance: ESG) which currently ESG is an investment trend that is very popular with investors around the world today. This is because it is a concept that investors use when considering investments. Businesses with good ESG reflect their competitiveness and long-term growth potential.

The company has established a process that focuses on creating value (Value) from both the perspective of the company and all stakeholders. Including the importance of impact management (Impact) because the company’s business operations will affect people, society, and the environment in one way or another. It affects both positively and/or negatively. Whether from intentional or unintentional actions, in 2025, continue and focus on laying the foundation for operating the company to be socially responsible. Including trends about global warming The company sees and focuses on importance. To reduce carbon dioxide or reduce global warming. from increasing recycling Innovative technology in developing communications to reduce energy consumption. and emphasizing the need to lead waste management correctly for sustainability in the future.

**Mr. Chaiyut Techatassanasoontorn**  
Chairman of Corporate Governance  
and Sustainability Committee





## MESSAGE FROM MANAGING DIRECTORS

(Disclosure 102-14)



### Corporate Governance Committee and Sustainability

(Disclosure 102-22, 102-26)

#### Mr. Chaiyut Techatassanasoontorn

Chairman of the Corporate Governance  
and Sustainability Committee

#### Mr. Boon Choon Kiat

Member of the Corporate Governance  
and Sustainability Committee

#### Mrs. Supaporn Burapakusolsri

Member of the Corporate Governance  
and Sustainability Committee

Chewathai Public Company Limited (the "Company") has entered its 18th year as a real estate developer for residential projects such as condominiums, houses, townhomes, home offices, and factories for rent. with quality and meeting needs at every level Especially in the past year 2025, the company continues to develop condominium, townhome projects and expand the market by adding home office projects. To support the diverse needs of today's customers and consumers.

Adjusting the process for sustainable development to achieve balance in 3 dimensions, namely (1) the economic dimension to develop a variety of products to meet customer needs in order to increase competitiveness and grow. sustainably (2) social dimension to create a quality of living life for people in society and promote mental happiness or good mental health Including bringing in new innovations to develop and increase convenience even more. Responding to the quality of life in this era (3) Sustainable environmental dimension, the company tries to focus and give utmost importance to using various resources. To provide worthwhile benefits and control the impact on the environment to a minimum.

The company pays attention to important issues that have an all-round impact as seen by both internal and external stakeholders, including.

- (1) continuous development of the potential of both internal and external personnel because employees, customers, stakeholders local community People working in the value chain, including students Because businesses that have good relationships with relevant stakeholders are more likely to have smooth business operations. Including gaining the trust of customers of the business Social indicators may be assessed by the well-being of workers. Fair compensation Giving importance to human rights principles Giving importance to labor Create equality for all groups of people, such as giving people with

disabilities opportunities to work. Employee safety and health, for example, will be one of the most important resources of a company in the future. must be taken care of.

- (2) using innovation (Innovation) technology in new ways to respond to a world of change.
- (3) management of production resources including supply chain integration For cooperation throughout the supply chain (Supply Chain Integration), especially in the environmental aspect. The company is becoming aware of issues related to the trend of saving the world or protecting the environment.
- (4) Creating comprehensive participation of all stakeholders. By giving importance to excellent service in order to create value in the eyes of customers until they become loyal to the Chewathai brand (Brand Loyalty), giving importance to business partners to create shared value (Shared Value) manages the most efficient costs together Including communication with the community to jointly set clear guidelines for maintaining and promoting good relationships.
- (5) Planning strategies to deal with various measures. related and challenging economic conditions during 2025
- (6) all of which the company sees as important and has adjusted the process to achieve continuous development throughout 2025.

(Mr. Boon Choon Kiat)

Managing Director

# BUILD A LIFE



Build a life with top convenience living. Located in a desirable location with an international standard of constructions completed with professional teams that are ready to welcome every **Chewathai** residents.

# SUSTAINABLE DEVELOPMENT STRATEGIES



## BETTER ENVIRONMENT

Create a good environment by supporting environmental conservation activities and establishing operational standards to control the quality of environmentally friendly construction.



## BETTER SOCIETY

Create a good society by being caring, listening, and responding to the needs of everyone in society equally.



## BETTER GOVERNANCE

Build a good organization by cultivating good ethics in everyone in the organization. Conduct business transparently and fairly.





## ORGANIZATIONAL PROFILE

(Disclosure 102-14)

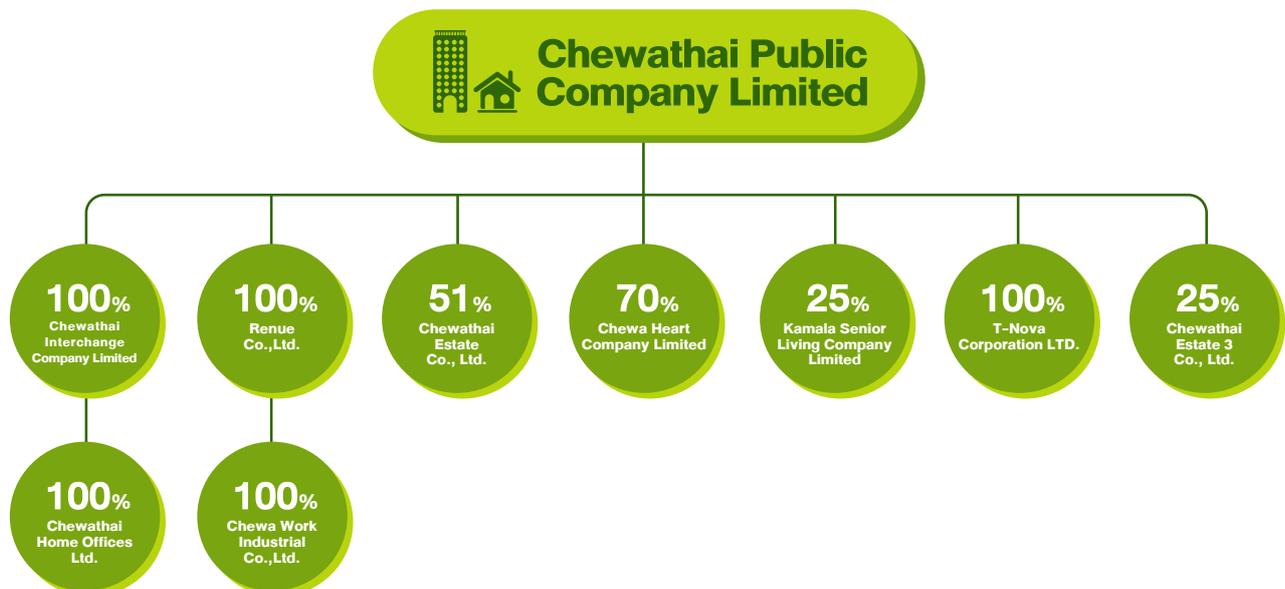
### HEAD OFFICE

<b>Company Name</b>	: Chewathai Public Company Limited
<b>Main Symbol</b>	: CHEWA
<b>Business Type</b>	: Property
<b>Registration No.</b>	: 0107558000181
<b>Registered and Paid-up Capital</b>	: THB 1,275,028,883 with a par value of THB 1.00
<b>Head Office</b>	: 967 Soi Lat Phrao 71, Saphan Song, Khet Wang Thonglang, Bangkok 10310
<b>Telephone</b>	: (02) 012 2665
<b>Facsimile</b>	: (02) 679 8875
<b>Website</b>	: www.chewathai.com
<b>Company's Secretary</b> (Disclosure 102-53)	: <b>Ms. Suparat Ngamsuptaweekoon</b> Telephone (02) 679 8870-4 ext. 163
<b>Email</b>	companysecretary@chewathai.com
	: <b>Mr. Anusak Monkhleng</b> Telephone (02) 679 8870-4 ext. 163
<b>Investor Relations</b>	Call Center 1260 Press 3
<b>Email</b>	ir@chewathai.com

Investors can find further information on the Company from the Company's Annual Registration Statement (56-1) which can be downloaded at [www.sec.or.th](http://www.sec.or.th) or [www.chewathai.com](http://www.chewathai.com)

## GROUP OF THE COMPANY STRUCTURE

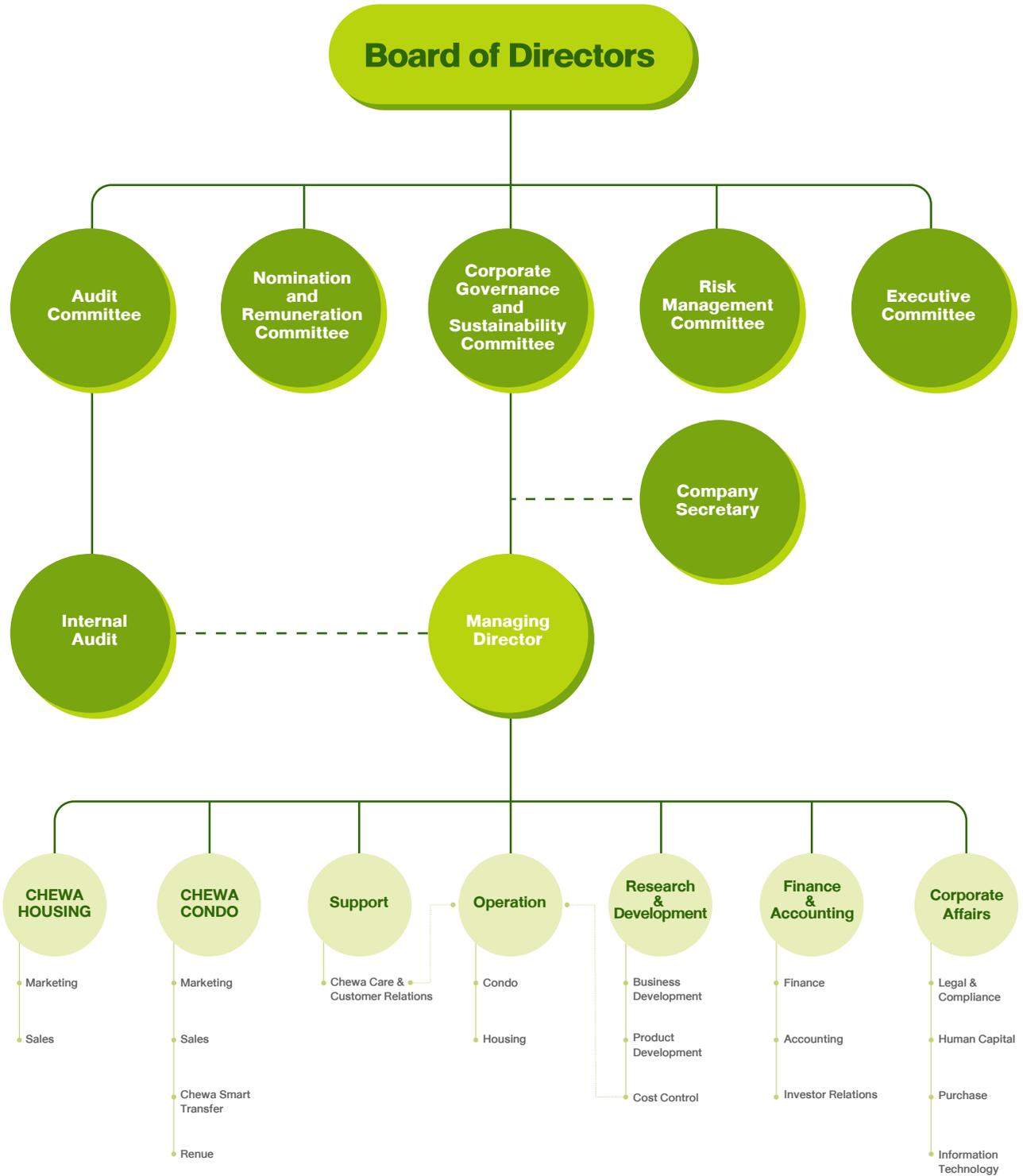
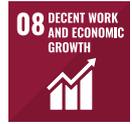
(Disclosure 102-5)





# ORGANIZATION STRUCTURE

(Disclosure 102-8, 102-17, 102-18, 102-20, 102-22, 102-23)  
(as of 31 December 2025)





## NATURE OF BUSINESS OPERATION AND PRODUCTS

Chewathai Public Company Limited and its subsidiaries operate the business in a manner of the main business groups of the residential real estate development and ready-built factory for rent.

### 1. Residential Real Estate Development

The company will focus on the development of real estate for sale by giving priority to the selection of project locations in Bangkok and perimeter areas or potential communities with convenient transportation. The company places importance on locations on the main roads that are convenient to travel, near expressways or along the rail transport stations, both in the present and the future. The company also focuses on locations with good community environments with full facilities to create new options for those who want to live in good environment with safety and convenience for travelling to various places.

Currently, there are subsidiaries and joint venture companies under the management of Chewathai Public Company Limited for operating the residential real estate development business, namely Chewathai Interchange Company Limited (“Chewathai Interchange”), Chewa Heart Company Limited (“Chewa Heart”), Renue Company Limited (“Renue”), Chewathai Estate Company Limited (“Chewathai Estate”), Chewathai Home Office Company Limited that is the real estate development business in the form of a home office. And Chewa Work Industrial Company Limited (“Chewa Work Industrial”) Engaging in the development of rental factories as part of a real estate business. Furthermore, the company established a joint venture with Kamala Senior Living Company Limited as well.

#### 1.1 Condominium Project Development

The company started its real estate development business from developing condominium projects for sale, both the high rise and low rise buildings with different project design concepts by considering several important factors, especially the characteristics and needs of the target customers of that project. The company also considers the maximum utilization of the space of a suite and the selection of decorations or furniture, sanitary ware and various materials with superior quality. The company has a wide range of quality and various products that cover all price levels to meet the needs of consumers according to the unique characteristics of the product groups.

**The condominium projects of the company and its subsidiaries can be divided into product groups as follows:**



**CHEWATHAI  
RESIDENCE**

**CHEWATHAI RESIDENCE SERIES**

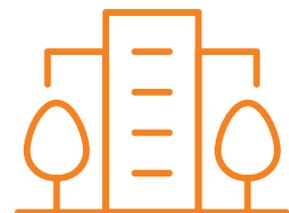
**Product :**  
**Luxury Condominium**



**CHEWATHAI**

**CHEWATHAI SERIES**

**Product :**  
**High Rise Condominium**



**CHEWATHAI  
HALLMARK**

**CHEWATHAI HALLMARK SERIES**

**Product :**  
**Low Rise Condominium**

## CHEWATHAI RATCHAPRAROP



Project Name	<b>Chewathai Ratchprarop</b>
Developer	Chewathai Public Company Limited
Location	Ratchaparop Rd., Makkasan Sub -District, Ratchathewi District, Bangkok.
Project Land Area	2-0-90 Rai
Sellable Area	17,093 sq.m.
Project Type	A high-rise (26-storey) condominium building
Project Value	1,350 million THB
Total Units	325 units
Construction progress	100%
Transferred Value of project Value	100%

## The Surawong By Chewathai Hup Soon

Project Name	<b>The Surawong</b>
Developer	Renue Company Limited
Location	Surawong Rd., Si Phraya Sub - District, Bang Rak District, Bangkok.
Project Land Area	0-2-40 Rai
Sellable Area	2,774 sq.m.
Project Type	A low-rise (8-storey) condominium building
Project Value	350 million THB
Total Units	52 units
Construction progress	100%
Transferred Value of project Value	100%



## CHEWATHAI RAMKHAMHAENG



Project Name	<b>Chewathai Ramkhamhaeng</b>
Developer	Chewathai Public Company Limited
Location	Ramkhamhaeng Rd., Hua Mak Sub - District, Bang Kapi District, Bangkok.
Project Land Area	3-3-32 Rai
Sellable Area	17,054 sq.m.
Project Type	A high-rise (33-storey) condominium building
Project Value	1,100 million THB
Total Units	535 units
Construction progress	100%
Transferred Value of project Value	100%

Project Name	<b>Chewathai Interchange</b>
Developer	Chewathai Interchange Co.,Ltd.
Location	Pracharaj sai 2 Rd., Bangsue Sub-District/ District, Bangkok.
Project Land Area	1-3-12.5 Rai
Sellable Area	10,353 sq.m.
Project Type	A high-rise (26-storey) condominium building
Project Value	1,050 million THB
Total Units	279 units
Construction progress	100%
Transferred Value of project Value	100%



## CHEWATHAI HALLMARK CHAENGWATTANA



Project Name	<b>Hallmark Chaengwattana</b>
Developer	Chewathai Public Company Limited
Location	Chaeng Watthana - Pak Kret Soi 17 Rd., Bang Pud Sub - District, Pak Kret District, Nonthaburi.
Project Land Area	3-1-75 Rai
Sellable Area	13,193 sq.m.
Project Type	Two low-rise (8-storey) condominium buildings
Project Value	780 million THB
Total Units	427 units
Construction progress	100%
Transferred Value of project Value	100%

## CHEWATHAI HALLMARK NGAMWONGWAN

Project Name	<b>Hallmark Ngamwongwan</b>
Developer	Chewathai Interchange Co., Ltd.
Location	Soi Duangmanee, Bang Khen Sub - District, Mueang Nonthaburi District, Nonthaburi.
Project Land Area	7-0-70.5 Rai
Sellable Area	23,265 sq.m.
Project Type	Four low-rise (8-storey) condominium buildings
Project Value	1,200 million THB
Total Units	792 units
Construction progress	100%
Transferred Value of project Value	100%



**CHEWATHAI**  
RESIDENCE  
BANG PHO



Project Name	<b>Chewathai Residence Bang Pho</b>
Developer	Chewathai Public Company Limited
Location	Pracharaj sai 2 Rd., Bangsue Sub - District/ District, Bangkok.
Project Land Area	1-1-94.3 Rai
Sellable Area	2,364 sq.m.
Project Type	A high-rise (24-storey) condominium building
Project Value	1,050 million THB
Total Units	172 units
Construction progress	100%
Sales progress	100%
Transferred value of project value	100%

Project Name	<b>Chewathai Phetkasem 27</b>
Developer	Chewathai Public Company Limited
Location	Phetkasem Rd., Bang Wah Sub - District, Phasicharoen District, Bangkok.
Project Land Area	4-0-36 Rai
Sellable Area	17,989 sq.m.
Project Type	A high-rise (26-storey) condominium building
Project Value	1,564 million THB
Total Units	638 units and shop 14 units
Construction progress	100%
Sales progress	100%
Transferred value of project value	100%

**CHEWATHAI**  
PHETKASEM  
**27**



**CHEWATHAI**  
RESIDENCE  
ASOKE



Project Name	<b>Chewathai Residence Asoke</b>
Developer	Chewathai Public Company Limited
Location	Asoke - Dindaeng Rd., Makkasan Sub- district, Rajchathewi District, Bangkok.
Project Land Area	1-2-66 Rai
Sellable Area	9,477.65 sq.m.
Project Type	A high-rise (30 storey) condominium building
Project Value	1,835 million THB
Total Units	315 units
Construction progress	100%
Sales progress	100%
Transferred value of project value	100%

Project Name	<b>Hallmark Charan 13</b>
Developer	Chewathai Public Company Limited
Location	Charansanitwong Road 13, Wat Tha Phra Sub-District, Bangkok Yai District, Bangkok.
Project Land Area	1-1-76 Rai
Sellable Area	5,201.31 sq.m.
Project Type	A low-rise (8-storey) condominium building
Project Value	430 million THB
Total Units	184 unit
Construction progress	100%
Sales progress	100%
Transferred value of project value	100%

## CHEWATHAI HALLMARK CHARAN 13



## CHEWATHAI RESIDENCE THONGLOR



Project Name	<b>Chewathai Residence Thonglor</b>
Developer	Chewathai Public Company Limited
Location	Sukhumvit 55 Road, Khlong Tan Nuea Sub-District, Watthana District, Bangkok.
Project Land Area	1-0-89 Rai
Sellable Area	5,439.48 sq.m.
Project Type	A low-rise (8-storey) condominium buildings
Project Value	1,077 million THB
Total Units	130 units
Construction progress	100%
Sales progress	35%
Transferred value of project value	28%

Project Name	<b>Chewathai Kaset Nawamin</b>
Developer	Chewathai Public Company Limited
Location	Prasert Manukit Road, Sena Nikhom Sub-District, Chatuchak District, Bangkok.
Project Land Area	5-0-44 Rai
Sellable Area	19,223.07 sq.m.
Project Type	A high-rise (25 storey) condominium building
Project Value	1,700 million THB
Total Units	649 units and Shop 5 unit
Construction progress	100%
Sales progress	100%
Transferred value of project value	99.69%

## CHEWATHAI KASET-NAWAMIN



Project Name	<b>Hallmark Ladprao-Chokchai 4</b>
Developer	Chewathai Public Company Limited
Location	Sangkhom Songkhro Road, Saphan Song Sub-district, Wang Thonglang District, Bangkok.
Project Land Area	8-3-58 Rai
Sellable Area	27,323 sq.m.
Project Type	2 phases (Low Rise) Phase 1: 8-storey Condominium, 2 buildings Phase 2: 8-storey Condominium, 2 buildings and 4-storey, 1 building
Project Value	2,011 million THB Phase 1: 1,100 million THB Phase 2: 994 million THB total 3,094 million THB
Total Units	Phase 1: 434 units and Shop 1 unit Phase 2: 380 units and Shop 1 unit
Construction progress	Phase 1: 100% Phase 2: 100%
Sales progress	Phase 1: 100% Phase 2: 100%
Transferred value of project value	Phase 1: 100% Phase 2: 92%

## CHEWATHAI HALLMARK LADPRAO-CHOKCHAI 4



## CHEWATHAI PINKLAO



Project Name	<b>Chewathai Pinklao</b>
Developer	Chewathai Public Company Limited
Location	Arun Ammarin Roads, Bang Yi Khan Sub-district, Bang Phlat District, Bangkok.
Project Land Area	4-0-75 Rai
Sellable Area	17,859 sq.m.
Project Type	13 Storey Condominium (High Rise )
Project Value	1,587 million THB
Total Units	588 Units and Shop 5 unit
Construction progress	100%
Sales progress	81%
Transferred value of project value	78%

# CHEWATHAI HALLMARK

EKKAMAI-RAMINTHRA



Project Name	<b>Chewathai Hallmark Ekkamai-Raminthra</b>
Developer	Chewathai Estate Company Limited
Location	Nuanchan road, Nuanchan Sub-district, Bueng Kum District, Bangkok.
Project Land Area	4-2-6.8 Rai
Sellable Area	12,833 sq.m.
Project Type	A low-rise (8-storey) condominium building
Project Value	940 million THB
Total Units	Room 413 Units and Shop House 2 unit
Construction progress	Shop House 100% Room 0%
Sales progress	44%

Project Name	<b>Otium Phuket</b>
Developer	Kamala Senior Living Company Limited
Location	Kamala Sub - District, Kratu District, Phuket.
Project Land Area	50-2-75 Rai
Sellable Area	26,256 sq.m.
Project Type	Senior Living Village
Project Value	4,408 million THB
Construction progress	In Progress



## Otium Phuket



## 1.2 Horizontal Project or Residential Project Development

The company has developed low-rise projects for sale in a variety of forms, such as a single house, semi-detached house and townhome in potential locations surrounded by complete infrastructure to respond to all needs of customer groups. The company has a policy to sell houses with allocated land that the house must be completed before opening sale so that customers can see the real house ready to live or may be under construction to give customers the confidence that the house will be completed according to the specified time. The company started pioneering the low-rise market in 2016 by opening the first single house and semi-detached house project called Chewarom Rangsit - Don Mueang Project, which is currently closed for sale. The company is committed to continuously develop horizontal projects by expanding the development of home office project for sale, developed by the company's subsidiary, Chewathai Home Office Company Limited. This is another project that has been added to the horizontal product group to completely cover all segments to meet the target customer groups.

The low-rise projects of the company and its subsidiaries can be divided into product groups as follows:

**CHEWAWAN** **CHEWAWAN SERIES**  
 Product : Luxury Single House  
 Price : 20 - 40 Million Baht

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**Chewarom** **CHEWAROM SERIES**  
 Product : High-End Single House  
 Price : 8 - 18 Million Baht

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**CHEWA HEART** **CHEWA HEART SERIES**  
 Product : High-End Town home  
 Price : 12 - 30 Million Baht

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**CHEWA HOME** **CHEWA HOME SERIES**  
 Product : Town home  
 Price : 2 - 5 Million Baht

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**CHEWA BIZ HOME** **CHEWA BIZ HOME**  
 product series : Home office  
 Price : 5 - 7 Million Baht

Low-rise projects can be summarized as follows:

Details of low-rise projects as of December 30, 2025 can be summarized as follows:

Project Name	<b>Chewarom Rangsit - Don Mueang</b>
Developer	Chewathai Public Company Limited
Location	Rangsit - Nakhon Nayok Rd., Prachathipat Sub - District, Thanyaburi District, Pathumthani.
Project Land Area	15-1-76 Rai
Sellable Area	3,648.15 sq.m.
Project Type	Detached House and Semi-Detached House
Project Value	475 million THB
Total Units	Detached House - 15 units Semi-Detached House - 66 units
Construction progress	100%
Sales progress	100%
Transferred value of project value	100%

**Chewarom**  
Rangsit-Don Mueang



**CHEWAWAN**  
PINKLAO-SATHORN



Project Name	<b>Chewawan Pinklao-Sathorn</b>
Developer	Chewathai Public Company Limited
Location	Phutthamonthon Sai 1 Road, Bang Ramat Sub-district, Taling Chan District, Bangkok.
Project Land Area	26-3-20 Rai
Sellable Area	26,000 sq.m.
Project Type	Detached House
Project Value	1,539 million THB
Total Units	52 units
Construction progress	78%
Sales progress	44%
Transferred value of project value	44%

Project Name	<b>Chewa Home Wongwaen-Lamlukka</b>
Developer	Chewathai Public Company Limited
Location	Sawai Pracharat Road, Khlong 4, Lat Sawai Subdistrict, Lam Luk Ka District, Pathum Thani Province.
Project Land Area	32-0-67 Rai
Sellable Area	34,717 sq.m.
Project Type	Town Home
Project Value	965 million THB
Total Units	Townhome 271 units Commercial Building 3 units
Construction progress	90%
Sales progress	80%
Transferred value of project value	78%

**CHEWA HOME**  
WONGWAEN - LAMLUKKA



Project Name	<b>Chewa Home Suksawat Pracha U-thit</b>
Developer	Chewathai Public Company Limited
Location	Pracha Uthit 90 Road, Ban Suan Sub-District, Phra Samut Chedi District, Samut Prakarn.
Project Land Area	31-2-87 Rai
Sellable Area	38,852 sq.m.
Project Type	Town Home
Project Value	890 million THB
Total Units	359 units
Construction progress	78%
Sales progress	68%
Transferred value of project value	65%

## CHEWA HOME

SUKSAWAT PRACHA U-THIT



## Chewarom

Nakhon In



Project Name	<b>Chewarom Nakhon In</b>
Developer	Chewathai Public Company Limited
Location	Nakhon In Road Bang Khanun Sub-district Bang Krui, Nonthaburi.
Project Land Area	40-3-43 Rai
Sellable Area	37,714 sq.m.
Project Type	Town Home
Project Value	1,593 million THB
Total Units	139 units
Construction progress	88%
Sales progress	72%
Transferred value of project value	71%

Project Name	<b>Chewa Biz Home Ekachai-Bangbon</b>
Developer	Chewathai Home Office Company Limited
Location	Ekachai Road, Khlong Bang Bon Sub-district, Bang Bon District, Bangkok.
Project Land Area	16-1-99 Rai
Sellable Area	15,927 sq.m.
Project Type	Home Office
Project Value	765 million THB
Total Units	169 units
Construction progress	88%
Sales progress	68%
Transferred value of project value	59%



## CHEWA BIZ HOME

EKACHAI-BANGBON



Project Name	<b>Chewa Home Krungthep - Pathum</b>
Developer	Chewathai Public Company Limited
Location	Bang Dua Subdistrict, Mueang Pathum Thani District, Pathum Thani.
Project Land Area	32-1-19 Rai
Sellable Area	30,123 sq.m.
Project Type	Town Home
Project Value	903 million THB
Total Units	Townhome 333 units
Construction progress	77%
Sales progress	58%
Transferred value of project value	56%

## CHEWA HOME

KRUNGTHEP - PATHUM



## CHEWA HOME

RANGSIT - PATHUM



Project Name	<b>Chewa Home Rangsit-Pathum</b>
Developer	Chewathai Public Company Limited
Location	Ban Klang Sub-district, Mueang Pathum Thani District, Pathum Thani.
Project Land Area	40-3-59 Rai
Sellable Area	36,775 sq.m.
Project Type	Townhome, detached house and commercial building
Project Value	1,093 million THB
Total Units	Townhomes 329 Units Twin houses 40 Units Commercial buildings 16 Units
Construction progress	61%
Sales progress	36%
Transferred value of project value	35%

Project Name	<b>Chewa Heart Sukhumvit 62/1</b>
Developer	Chewa Heart Company Limited
Location	Soi Sukhumvit 62/1, Bang Jak Sub-District, Prakanong District, Bangkok.
Project Land Area	0-2-9.38 Rai
Sellable Area	1,750 sq.m.
Project Type	Town Home
Project Value	160 million THB
Total Units	9 unit
Construction progress	100%
Sales progress	56%
Transferred value of project value	56%





<b>Project Name</b>	<b>Chewa Heart Sukhumvit 36</b>
<b>Developer</b>	Chewa Heart Company Limited
<b>Location</b>	Soi Sukhumvit 36, Klongton Sub-district, Klongtoey District, Bangkok.
<b>Project Land Area</b>	0-3-70 Rai
<b>Sellable Area</b>	2,777 sq.m.
<b>Project Type</b>	Town Home
<b>Project Value</b>	270 million THB
<b>Total Units</b>	9 units
<b>Construction progress</b>	100%
<b>Sales progress</b>	0%
<b>Transferred value of project value</b>	0%

<b>Project Name</b>	<b>Chewarom New Ratchaphruk</b>
<b>Developer</b>	Chewathai Public Company Limited
<b>Location</b>	Bang Luang Sub-district, Mueang Pathum Thani District, Pathum Thani
<b>Project Land Area</b>	21 — 2 — 6.96 Rai
<b>Sellable Area</b>	5,941 sq.m.
<b>Project Type</b>	Detached House
<b>Project Value</b>	746 million THB
<b>Total Units</b>	92 units
<b>Construction progress</b>	42%
<b>Sales progress</b>	11%
<b>Transferred value of project value</b>	11%





### 1.3 Development of second-hand property projects, both houses and condominiums.

Renue Co., Ltd. (subsidiary company) has chosen to buy second-hand properties to develop assets for sale. There are many types of assets, such as single houses, semi-detached houses, townhomes, and condominiums, both high-rise and low-rise, to meet all needs of customer groups. The company has a policy to sell second-hand houses and condominiums with new renovations, so that customers can be ready. The company has started to penetrate the second-hand property market in the middle of 2022.

#### Low rise second-hand real estate projects can be summarized as follows:

The details of low rise second-hand real estate projects as of December 31, 2025 can be summarized as follows :

No	Project name	No	Project name
1	Pruksa Ville Sai Mai	18	The Connect 39
2	Casa Ville	19	Pruksa Ville 55/2
3	Sathaporn Rangsit Khlong 3	20	Golden Town 3 Bangna—Suan Luang
4	Pleno Wongwaen—Ramintra	21	My Place Tiwanon—Pak Kret
5	At Home Ramintra	22	Golden Town 2 Bangna—Suan Luang
6	RNP Place Ramintra—Suwinthawong	23	Pruksa Ville Ramkhamhaeng—Romklao
7	Pruksa Ville 62/1 Nimit Mai	24	Burasiri Phaholyothin—Sai Mai
8	Ratchapruet Ramkhamhaeng—Suwinthawong	25	V Compound Ratchapruet—Pinklao
9	Townplus Pracha Uthit	26	Chaiyapruet Rattanathibet—Wongwaen
10	Pruklada Suvarnabhumi	27	Life Bangkok Boulevard Rangsit—Khlong 3
11	Venue Tiwanon—Rangsit	28	The Centro Watcharapol
12	Habitown Ratchapruet	29	Private Park Chuanchuen City
13	Suetrong Rangsit Khlong 3	30	The Plant Light Tiwanon—Rangsit
14	The Plant Simpls Phaholyothin—Sai Mai	31	Supalai Garden Khlong 5
15	Perfect Park Suvarnabhumi 4	32	Supalai Park Ville Pinklao—Kanchanaphisek
16	Pruksa Prime 94 Sai Mai	33	Golden Neo Onnut—Phatthanakan
17	Laphawan		

**Condominium second-hand real estate projects can be summarized as follows:**

The details of the condominium second-hand real estate projects as of December 31, 2025 can be summarized as follows :



<b>Project Name</b>	<b>The Surawong</b>
<b>Project Type</b>	2 Bedroom 70 sq.m.
<b>Total Units</b>	1 Unit
<b>Location</b>	Surawong Rd., Si Phraya Sub — District, Bang Rak District, Bangkok.
<b>Developer</b>	Renu Company Limited
<b>Location</b>	Bangkok



<b>Project Name</b>	<b>The Base Chaengwattana</b>
<b>Project Type</b>	1 Bedroom Building 2 Floor 17
<b>Total Units</b>	1 Unit
<b>Location</b>	Chaengwattana Road, in front of the house, Khlong Kluea Subdistrict Pak Kret District, Nonthaburi
<b>Developer</b>	Renu Company Limited
<b>Transferred value of project value</b>	0%



Project Name	<b>Chewathai Phetkasem 27</b>
Project Type	1 Bedroom Building 2 Floor 17
Total Units	1 Unit
Location	Phetkasem Rd., Bang Wah Sub - District, Phasicharoen District, Bangkok.
Developer	Renue Company Limited
Location	Bangkok



Project Name	<b>Chewathai Hallmark Charan 13</b>
Project Type	1 Bedroom 28.33 sq.m.
Total Units	1 Unit
Location	Soi Charan Sanitwong 13, Wat Tha Phra, Bangkok Yai, Bangkok.
Developer	Renue Company Limited
Location	Bangkok





## BUSINESS POLICIES AND STRATEGIES IN THE OPERATIONS OF THE GROUP OF COMPANIES

(Disclosure GRI 3-3-3)

**1) Chewathai develops a wide range of real estate projects for sale,** including single-detached houses, semi-detached houses, townhomes, commercial buildings, and condominiums, covering all price ranges to meet the needs of different customer groups. However, the company maintains its quality standards. The focus is on developing projects near rail-based mass transit stations in Bangkok and its surrounding areas, both in the present and in the future, as well as expanding to major cities in other provinces. The company focuses on locations with high potential near community areas and convenient transportation routes to meet the residential demands of consumers. This strategy allows the company to effectively address the needs of its target customer groups. The company places great importance on sourcing land with potential for new projects, thoroughly studying market conditions and consumer demand. The number of units and the project's features are determined to align with consumer preferences, using data from sales, marketing, and surveys of the area. The company prioritizes land acquisition to develop projects effectively, ensuring efficient management of sales, construction, and financial operations.

**2) Development of projects in locations with growth potential.** The company plans to develop residential real estate projects, including both high-rise and low-rise condominiums, as well as housing and land development projects, townhomes, in various locations with growth potential. These areas have a strong demand for residential properties, good community environments, and are close to key locations. They are also located along mass transit railway stations within the Bangkok metropolitan area and its surrounding provinces, both currently and in the future.

*Focusing on the continuous creation and development of projects for long-term sustainable growth.*

The company aims to continuously launch residential real estate projects, including high-rise and low-rise condominium projects, as well as land and house development projects, such as townhomes. Additionally, the company has plans to develop other types of residential real estate beyond condominiums in the Bangkok metropolitan area and surrounding provinces, provided that suitable business opportunities arise for the development of the company's products.

**3) The design of projects with unique concepts and distinct identities** The company places great emphasis on the design of both the interior and exterior of the buildings, ensuring that they are not only aesthetically pleasing but also maximize the utility of the space for consumers. For each residential real estate development project, particularly in the condominium sector, the company designs and decorates the project to have a unique identity under different brands, namely "Chewathai" and "Hallmark." Each brand stands out, from the development concept to the external structure, interior decoration, and communal spaces within the building. These are all designed with consideration for the residents' needs and to make the most efficient use of the space within the entire project.

**4) The opportunity to explore diverse types of real estate business** The company envisions becoming one of the leading developers in the residential real estate sector in the country, with a goal of continuous growth. It aims to generate revenue and create sustainable wealth for its shareholders. Therefore, the company does not limit its business operations to only developing condominium-type residential real estate. However, the company continues to consider opportunities for developing other types of residential products, such as detached houses, semi-detached houses, or townhouses, among others. In addition, the company is open to considering the development of other types of real estate projects, such as commercial real estate, as well as real estate projects in locations outside of Bangkok and its surrounding areas, such as regional cities or important tourist destinations in various parts of the country, that meet market demand and have the potential for growth and revenue generation. Moreover, the selection of the project development model in each area will depend on key factors such as the feasibility of the project, market demand for real estate, the suitability of the development area, and the return on investment of the project. This is all aimed at achieving the maximum benefit for the company and its shareholders.

**5) Investment in real estate development businesses or projects from other developers.** In addition to continuous growth from the projects developed by the company itself, the company also considers opportunities to invest in real estate development projects developed or under development by other developers, based on the evaluation of opportunities and recognizing the potential for return growth from the development of such projects. Additionally, investing in real estate development projects developed by other developers also increases opportunities for the company to develop projects on land that it requires, while reducing the time needed for project development. Furthermore, it creates the potential for continuous and rapid revenue recognition. In 2017, the company participated in investments to develop new projects, including townhouse projects and a senior housing project in Phuket province.



## VALUE CHAIN

(Disclosure 102-9)



### RESEARCH & DEVELOPMENT

- Land acquisition
- Design
- Product Research and development



### SOURCING

- Factors of production
- Contractors selection



### OPERATION

- Construction



### SALES & MARKETING

- Sales
- Marketing



### SERVICE

- After sales service
- Customer relationship management

Value Chain		Process	Stakeholders
<b>RESEARCH &amp; DEVELOPMENT</b>	<b>Land acquisition</b>	<ul style="list-style-type: none"> <li>• Study the feasibility and impact on the community</li> <li>• Land acquisition considering location and construction risks</li> </ul>	<ul style="list-style-type: none"> <li>• Investors and shareholders</li> <li>• Management and employees</li> <li>• Customers</li> <li>• Land sellers</li> <li>• Neighboring communities</li> <li>• Environment</li> <li>• Business competitors</li> </ul>
	<b>Design</b>	<ul style="list-style-type: none"> <li>• Design projects that meet the needs of customer groups and society.</li> <li>• Obtaining permits from relevant agencies.</li> <li>• Budget planning throughout the project.</li> </ul>	<ul style="list-style-type: none"> <li>• Investors and shareholders</li> <li>• Management and employees</li> <li>• Customers</li> <li>• Neighboring communities</li> <li>• Environment</li> <li>• Relevant government agencies</li> </ul>
	<b>Product Research and development</b>	<ul style="list-style-type: none"> <li>• Analyze target groups and competitors</li> <li>• Analyze risks and key legal and regulatory issues</li> </ul>	<ul style="list-style-type: none"> <li>• Investors and shareholders</li> <li>• Management and employees</li> <li>• Customers</li> <li>• Relevant government agencies</li> </ul>
<b>SOURCING</b>	<b>Factors of production</b>	<ul style="list-style-type: none"> <li>• Selection of materials used in the project</li> </ul>	<ul style="list-style-type: none"> <li>• Executives and employees</li> <li>• Environment</li> <li>• Partners and allies</li> </ul>
	<b>Contractors selection</b>	<ul style="list-style-type: none"> <li>• Selection of contractors and consultants to supervise the construction project and environmental consultants</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor</li> <li>• Partner</li> <li>• Neighboring community</li> <li>• Related government agencies</li> </ul>
<b>OPERATION</b>	<b>Construction</b>	<ul style="list-style-type: none"> <li>• Construction of common utilities</li> <li>• Using precast concrete product sheets and transporting them to the project for installation</li> <li>• Construction quality control and inspection</li> </ul>	<ul style="list-style-type: none"> <li>• Investors and shareholders</li> <li>• Management and employees</li> <li>• Neighboring communities</li> <li>• Environment</li> <li>• Partners and allies</li> <li>• Relevant government agencies</li> </ul>

Value Chain		Process	Stakeholders
<b>SALES &amp; MARKETING</b>	<b>Sales</b>	<ul style="list-style-type: none"> <li>• Building a sample house or condo unit as a product example</li> <li>• Defining sales strategies, plans, and channels</li> <li>• Selecting and seeking sales tools</li> </ul>	<ul style="list-style-type: none"> <li>• Executives and employees</li> <li>• Customers</li> <li>• Partners and allies</li> <li>• Competitors</li> </ul>
	<b>Marketing</b>	<ul style="list-style-type: none"> <li>• Define advertising and marketing communication plans</li> <li>• Create marketing activities</li> </ul>	<ul style="list-style-type: none"> <li>• Executives and employees</li> <li>• Customers</li> <li>• Partners and allies</li> <li>• Competitors</li> </ul>
<b>SERVICE</b>	<b>After sales service</b>	<ul style="list-style-type: none"> <li>• Product Quality Guarantee</li> <li>• Providing common area services for the convenience of residents</li> <li>• Repair notification</li> </ul>	<ul style="list-style-type: none"> <li>• Executives and employees</li> <li>• Customers</li> <li>• Partners and allies</li> </ul>
	<b>Customer relationship management</b>	<ul style="list-style-type: none"> <li>• Maintain customer relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Executives and employees</li> <li>• Customers</li> </ul>

# SD FRAMEWORK

(Disclosure 102-16)



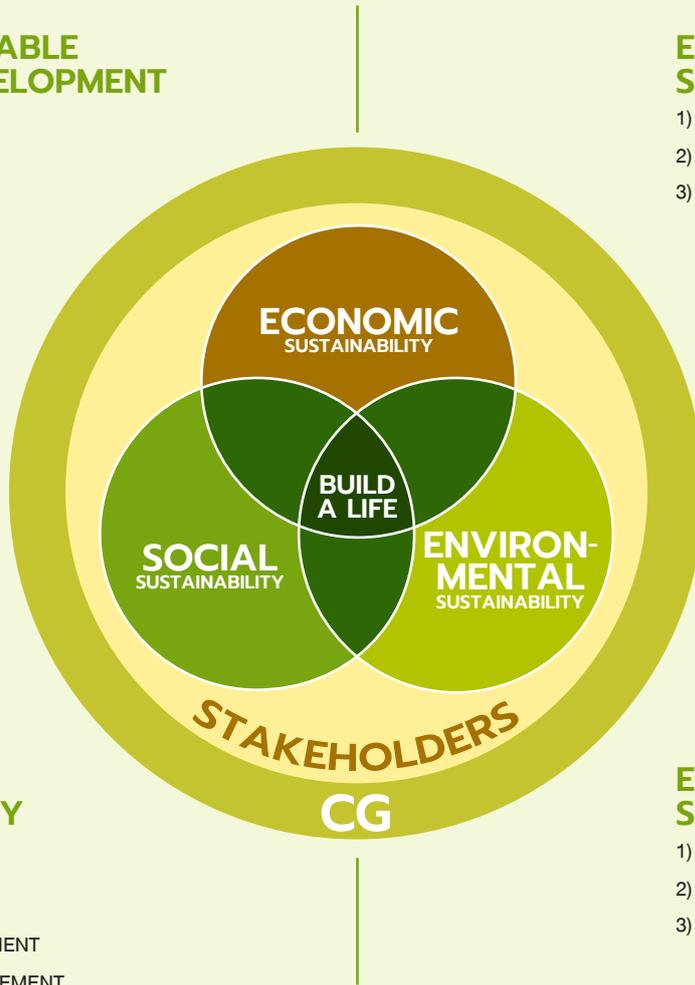
## CG & SUSTAINABLE BUSINESS DEVELOPMENT

- 1) CG
- 2) SD
- 3) ETHICS
- 4) CAC



## ECONOMIC SUSTAINABILITY

- 1) GROWTH
- 2) PRODUCTIVITY
- 3) RETURN & SATISFACTION



## SOCIAL SUSTAINABILITY

- 1) HUMAN CAPITAL
- 2) FAIR & BENEFICIAL LABOUR PRACTICES
- 3) COMMUNITY DEVELOPMENT
- 4) STAKEHOLDERS ENGAGEMENT



## ENVIRONMENTAL SUSTAINABILITY

- 1) ENVIRONMENT MANAGEMENT
- 2) ENVIRONMENT STANDARDS
- 3) SMART INNOVATION



**MANAGING IMPACT ON STAKEHOLDERS IN THE BUSINESS (VALUE CHAIN)**

**VALUE CHAIN**



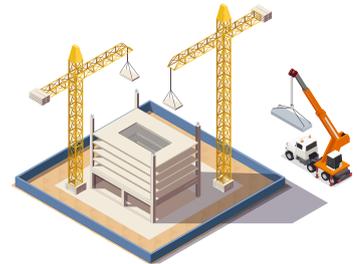
**RESEARCH & DEVELOPMENT**

Land acquisition, Design, Product Research and development



**SOURCING**

Factors of production, Contractors selection



**OPERATION**



**SALES & MARKETING**



**AFTER SALES SERVICE, CUSTOMER RELATIONSHIP MANAGEMENT**

**STAKEHOLDER**

(Disclosure 102-17)



**CUSTOMERS**



**BUSINESS PARTNERSHIP**



**COMPLIANCE UNITS/REGULATORS**



**EMPLOYEES**



**COMMUNITY / SOCIAL**



**SHAREHOLDERS / INVESTORS**

# STAKEHOLDER ANALYSIS

(Disclosure 102-42, 102-43, 102-44)

	RESEARCH & DEVELOPMENT	SOURCING	OPERATION	SALES & MARKETING	SERVICE
 <p><b>PROCESS</b></p>	<ul style="list-style-type: none"> <li>• Technology</li> <li>• Innovation</li> <li>• Social Trend</li> <li>• Rules &amp; Regulations</li> <li>• Land Acquisition</li> <li>• Competition</li> </ul>	<ul style="list-style-type: none"> <li>• Contractors Selection</li> <li>• Contractors Evaluation</li> <li>• Materials Control</li> <li>• Liquidity Management</li> </ul>	<ul style="list-style-type: none"> <li>• Law &amp; Regulations</li> <li>• Knowledge Management</li> <li>• Performance Standard</li> <li>• Project Integration Management</li> <li>• Process &amp; Product Enhancement</li> <li>• Season &amp; Climate Change Management</li> <li>• Environment Impacts</li> <li>• Construction Impacts</li> <li>• Safety</li> <li>• Human Rights</li> <li>• Labour Practices</li> </ul>	<ul style="list-style-type: none"> <li>• Customers Satisfaction</li> <li>• Branding</li> <li>• Advertisement</li> <li>• Sales Promotion</li> <li>• Mass Communication</li> <li>• Press Release</li> <li>• Analyst Research</li> </ul>	<ul style="list-style-type: none"> <li>• After Sales Service Application</li> <li>• Technology</li> <li>• Innovation</li> <li>• Interactive Management</li> <li>• Service Mind</li> </ul>
 <p><b>STAKEHOLDERS</b></p>	<ul style="list-style-type: none"> <li>• Regulators</li> <li>• Competitors</li> <li>• Sub-Contractors</li> <li>• Designer</li> </ul>	<ul style="list-style-type: none"> <li>• Sub-Contractor</li> <li>• Supplier</li> <li>• Business Partnership</li> <li>• Bank &amp; Securities Company</li> </ul>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Social</li> <li>• Community</li> <li>• Sub-Contractor</li> <li>• Consultant</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Shareholders</li> <li>• Investors</li> <li>• Journalists</li> <li>• Analyst</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Community</li> </ul>

# MATERIALITY

(Disclosure 102-47)



# IMPACT, RISK, OPPORTUNITIES ANALYSIS

(Disclosure 102-15, 102-29)

impact issues	Mega forces & trends	Risk	Opportunities
<b>ECONOMIC</b>			
Process & Product	 	Brand Identity (-) Project Integration Management (-) Construction Management : CM (-) Cost Control (-) Law & Regulation (+/-)	Innovation (+) Technology (+) Safety (+)
Customer		Customer Satisfaction (+/-) Consumer Behavior (+/-) News & Analyst Research (+/-)	
<b>SOCIAL &amp; COMMUNITY</b>			
Employee	   	Labour Practices (+/-) Human Rights (+/-) Knowledge Management : KM (+/-) Performance Standard (+/-) Process & Product Enhancement (+/-)	
Contractors & Supplier		Contractors/Supplier Selection (+/-) Contractors Evaluation (+/-)	
Community		Competition (-)	Aged Society (+)
		Social Trend (+/-)	
<b>Environment</b>			
	 	Climate Change (-) Season (-) Environmental Impact (-)	
		Land Acquisition (+/-)	

Sustainable Development Goals		Sustainable Development Goals	
Sustainable Development Goals 1 No Poverty		Sustainable Development Goals 10 No inequality	
Sustainable Development Goals 2 Zero hunger		Sustainable Development Goals 11 Sustainable cities and communities	
Sustainable Development Goals 3 Good health		Sustainable Development Goals 12 Responsible consumption	
Sustainable Development Goals 4 Education		Sustainable Development Goals 13 Climate action	
Sustainable Development Goals 5 Gender equality		Sustainable Development Goals 14 Life underwater	
Sustainable Development Goals 6 Clean water		Sustainable Development Goals 15 Life on land	
Sustainable Development Goals 7 Clean energy		Sustainable Development Goals 16 Peace & justice	
Sustainable Development Goals 8 Economic growth		Sustainable Development Goals 17 Partnership	
Sustainable Development Goals 9 Industry and infrastructure			

## The impact of management on stakeholders in the business value chain

group of stakeholders	Expectation	Feedback	Contact
<b>Customer</b> 	<ul style="list-style-type: none"> <li>High-quality products and services that meet standards</li> <li>Deliver products and services on time</li> <li>High-quality after-sales service</li> <li>Security of personal information</li> <li>Safeguard human rights and non-discrimination</li> </ul>	<ul style="list-style-type: none"> <li>Good quality and responsible service.</li> <li>Delivery of good quality products on time.</li> <li>Deliver good experience. And services that exceed expectations</li> <li>Develop a customer information management system. to preserve Privacy and security Comply with international standards.</li> <li>Strictly comply with human rights policy.</li> </ul>	<ul style="list-style-type: none"> <li>Direct contact with customers</li> <li>Call center</li> <li>Social media/email</li> <li>Customer satisfaction survey</li> <li>Suggestions or complaints</li> </ul>
<b>Supplier</b> 	<ul style="list-style-type: none"> <li>Equality, transparency and good corporate governance</li> <li>Common development potential</li> <li>Timely management and payment</li> <li>Effective risk management strategy</li> <li>Ability to create opportunities in the face of challenges</li> <li>Manage accurate financial information</li> <li>Pay in full and on time</li> </ul>	<ul style="list-style-type: none"> <li>Fair and transparent competition</li> <li>Transparent and fair commercial contracts</li> <li>Provide training courses to improve potential</li> <li>Accurate, complete and punctual payment plan</li> <li>Retain business partner/partner information</li> <li>Conduct business in a transparent and accountable manner under good governance</li> <li>Effective management, trust building and maximum return</li> <li>Timely, accurate and complete information disclosure</li> <li>Compliance with contractual obligations under laws and regulations and the context.</li> <li>Repayment of debts in full and on time to ensure the quality of collateral</li> </ul>	<ul style="list-style-type: none"> <li>Organize training to increase knowledge for partners. And various activities to build a relationship between the company and business alliances</li> <li>Social media / email</li> <li>Suggestions, complaints or reports</li> <li>Form 56-1 One report/ sustainable development report (website)</li> <li>Quarterly/annual investor clarification meetings</li> <li>Social media/email</li> <li>Suggestions or complaints</li> </ul>
<b>Regulators</b> 	<ul style="list-style-type: none"> <li>Complying with the law and promoting</li> <li>Good corporate governance based on good governance principles and best practices</li> <li>Fair and fair competition</li> <li>Supporting and cooperating in various activities</li> <li>Dealing with complaints complaints transparently and efficiently</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with the law</li> <li>Operate business with transparency, fairness, verifiable</li> <li>Disclosure of information that is transparent, complete, verifiable</li> <li>Maintain quality management and build credibility</li> <li>Support and cooperate in various activities</li> </ul>	<ul style="list-style-type: none"> <li>Regularly listen to comments and suggestions</li> <li>Participate in regulatory activities</li> <li>Social media / email</li> </ul>

group of stakeholders	Expectation	Feedback	Contact
<b>Shareholder / Investors</b> 	<ul style="list-style-type: none"> <li>• Business Growth, Sustainable Return on Investment</li> <li>• Good Corporate Governance</li> <li>• Management with Transparency</li> <li>• Ability to Challenge Opportunities</li> <li>• Effective Risk Management</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent, verifiable business operations and adhering to good governance principles.</li> <li>• Efficient management. Build trust and maximize returns</li> <li>• Disclosure of quality information. Up to date</li> <li>• Building a reputation. corporate image in conducting business under good corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly, yearly meetings to clarify investors in compliance with good corporate governance</li> <li>• Disclosure through Form 56-1 One Report, Sustainability Report</li> <li>• Disclosure through the Stock Exchange of Thailand</li> <li>• Annual General Meeting Shareholders</li> <li>• Whistleblowing</li> </ul>
<b>Society / Community</b> 	<ul style="list-style-type: none"> <li>• Value community feedback.</li> <li>• Value safety. and the impact on the environment.</li> <li>• Deal with complaints fairly.</li> <li>• Support and promote activities that are beneficial to the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Study, learn, understand, listen to the feedback from the community. and respond directly to the point</li> <li>• Collaborate with relevant agencies to solve problems directly to the point</li> <li>• Create acceptance To be one with the community</li> <li>• Create jobs, create careers, generate income for the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Report (website)</li> <li>• Social media / email</li> <li>• Suggestions or complaints</li> <li>• Organize activities with community networks.</li> </ul>
<b>Employee</b> 	<ul style="list-style-type: none"> <li>• Fair remuneration and greetings</li> <li>• Career advancement</li> <li>• Development of potential, knowledge and abilities</li> <li>• Expressing opinions and participation</li> <li>• Safety at work</li> <li>• Non-discrimination Fair employment</li> <li>• Reporting clues about corruption</li> </ul>	<ul style="list-style-type: none"> <li>• Remuneration allocation Appropriate welfare to keep good employees working for the company</li> <li>• Create work motivation</li> <li>• Consider promotions, transfers, career advancement</li> <li>• Establish a fair and equal performance evaluation system</li> <li>• Organize training courses that Promotion of operations</li> <li>• Listen to opinions and suggestions. To improve</li> <li>• Create a safety system in work that meets standards and create a suitable working environment</li> <li>• Strictly comply with labor laws and related laws without discrimination</li> <li>• Listen to opinions and suggestions useful advice</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting Announcement of vision and annual goals</li> <li>• Social media / Email Form 56-1 One Report / Sustainability Report (website)</li> <li>• Suggestions or complaints or whistleblowing</li> <li>• Satisfaction and satisfaction survey binding of employees towards the organization</li> </ul>



## SUSTAINABILITY MANAGEMENT POLICY AND GOALS

(Disclosure GRI 2-23 , 2-24)

### Sustainability Policy

Chewathai Public Company Limited and its subsidiaries (“the Company”) operate a real estate development business to deliver products and services that exceed customer expectations while maximizing wealth for shareholders. The Company conducts business with a strong emphasis on Corporate Social Responsibility (CSR) and Sustainable Development (SD), adhering to responsible business practices within the ESG (Environmental, Social, Governance) framework. The focus is on achieving a balanced approach, recognizing that businesses must navigate various challenges. Therefore, continuous development is essential to ensure stable and sustainable growth.

The Company has developed a sustainability management policy and goals to serve as a guideline and framework for sustainable development. This policy is based on good corporate governance and covers the following three key dimensions

#### Environmental Dimension

As a company that impacts the environment through the use of natural resources in its production processes, the Company recognizes its responsibility to utilize resources efficiently and sustainably. The Company is committed to environmental responsibility by adhering to environmental standards such as compliance with Environmental Impact Assessment (EIA) measures and ISO 14001:2015, an international standard for environmental management systems.

The Company actively participates in environmental conservation and ensures the safety of all stakeholders by implementing a concrete environmental management policy. Additionally, the Company supports environmentally friendly construction and sustainable building management. These initiatives are guided by a commitment to environmental responsibility and long-term ecological preservation.

#### Social Dimension

The Company is committed to managing human resources both internally and through the engagement of external stakeholders based on the principles of fairness, equality, human rights, and long-term development. This commitment is implemented through a concrete corporate social responsibility (CSR) policy, ensuring that all stakeholders are treated equitably and fostering sustainable social development.

#### Economic and Corporate Governance Dimension

The Company is committed to management practices that drive long-term economic growth, enhance the ability to produce goods and services that meet customer needs, and maximize customer satisfaction. This approach ultimately fosters customer loyalty while ensuring sustainable business growth and adherence to corporate governance principles.

### Sustainability Management Goals

The Company has established a five-year (2024—2028) sustainability plan aligned with its business strategy and the Sustainable Development Goals (SDGs). This plan aims to meet stakeholder expectations with high-quality and measurable outcomes.

**Better Environment** Creating a better environment by supporting eco-friendly initiatives, establishing operational standards for quality control in construction, selecting environmentally friendly building materials, and systematically managing construction waste to minimize waste generation.

- Reduce greenhouse gas emissions to achieve Net Zero within the designated timeframe.
- Increase the proportion of renewable energy used in production processes.
- Reduce waste generation and water consumption in production processes.

**Better Society** Building a better society by actively listening to and addressing the needs of all individuals with fairness and inclusivity.

- Support workforce skill development and create fair employment opportunities.
- Promote workplace safety and employee health within the organization.
- Implement social initiatives to enhance community well-being.

**Better Governance** Fostering a responsible and ethical organization by instilling strong ethical values, ensuring transparency, fairness, and accountability in all business operations.

- Provide 100% anti-corruption and fair competition training for all employees.
- Maintain zero cases of violations against the company's code of conduct, policies, and regulations.
- Establish supplier assessments regarding ethical business practices and anti-corruption policies.
- Conduct comprehensive corruption risk assessments covering 100% of operations.
- Maintain zero legal violations related to unfair business competition.

The Company is committed to integrating these sustainability goals into its operations to drive long-term value for society, the environment, and all stakeholders.





## ECONOMIC GROWTH

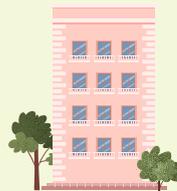
(Disclosure 201-1) (as of 31 December 2025)



**REVENUE FROM SALE OF REAL ESTATE**  
**1,854.11** MILLION BAHT  
 OR **97.63%**



**OTHER INCOME**  
**44.92** MILLION BAHT  
 OR **2.37%**



**REVENUE FROM SALES CONDOMINIUM PROJECTS**  
**471.66**  
 MILLION BAHT  
 OR **58.34%**



**REVENUE FROM SALES HOUSING PROJECTS**  
**316.34**  
 MILLION BAHT  
 OR **39.13%**



**REVENUE FROM RENEUE PROJECTS**  
**20.48**  
 MILLION BAHT  
 OR **2.53%**



**THE END OF 2025, THE COMPANY HAD A TOTAL BACKLOG OF**  
**1,020.62**  
 MILLION BAHT



**CUSTOMER SATISFACTION WITH A COMPANY'S PRODUCTS AND SERVICES**  
**80%**  
 IN 2025



**CONDOMINIUM PROJECTS**  
**789.95**  
 MILLION BAHT



**HOUSING PROJECTS**  
**230.67**  
 MILLION BAHT



# CORPORATE GOVERNANCE

(Disclosure 102-17)



### SET Awards

SET Awards 2025, Business Excellence, Outstanding IR awards for market capitalization of not more than 1,500 million baht.



### ISO 9001

ISO 9001 : 2015 Quality Management System Standard



### ISO 14001

ISO 14001 : 2015 Environment Standard



### TIA

Excellence AGM Level 2025 from Thai Investors Association (TIA)



### CG SCORE

Excellence CG Score 2025 from Thai Institute of Directors Association (IOD)



### CLIMATE CARE FORUM

The company received an award. Honoring the organizations leading the way to reduce greenhouse gases from the Climate Care Forum 2023 : Time to Reduce project, organized by the Stock Exchange of Thailand



### BCI

BCI Asia top 10 Developer Awards



### CAC

Collective Action Coalition Against Corruption (CAC)

# SUSTAINABILITY PERFORMANCE FOR THE YEAR 2025



## ENVIRONMENTAL ASPECT



**NO** ENVIRONMENTAL COMPLAINTS REPORTED.



REDUCE ELECTRICITY CONSUMPTION  
**11%** COMPARED TO THE YEAR 2024.



CUMULATIVE GREENHOUSE GAS EMISSION  
**39.25**  
TonCO<sub>2</sub>e



AVERAGE WATER CONSUMPTION (HEAD OFFICE)  
**4** cubic meters per person.



CONTROLLED THE AMOUNT OF PM10 DUST FROM CONSTRUCTION TO WITHIN STANDARD LIMITS  
**0.12** mg/m<sup>3</sup>.



THE PROJECT DEVELOPMENT AREA IS LOCATED WITHIN A CONSERVATION AREA, OR A PROTECTED AREA.  
**0** CASE

## SOCIAL ASPECT



TOTAL EMPLOYEES  
**194** PEOPLE

**FEMALE** EMPLOYEES  
**114** PEOPLE

**MALE** EMPLOYEES  
**80** PEOPLE

TOTAL EMPLOYEE COMPENSATION IN 2025  
**55,876,118.00** THB

EMPLOYEES **FEMALE** 31,770,945.00 THB

EMPLOYEES **MALE** 24,105,173.00 THB



COMMUNITY COMPLAINTS, HUMAN RIGHTS VIOLATIONS, AND LABOR DISPUTES  
**-NONE REPORTED-**



AVERAGE TRAINING HOURS PER EMPLOYEE  
**10.76** HOURS



**100%** OF NEW EMPLOYEES COMPLETED BASIC ONBOARDING-FUNCTIONAL TRAINING.



EMPLOYEE TURNOVER RATE  
**3.60%**



EMPLOYEE ENGAGEMENT LEVEL  
**78.61%**



EMPLOYEE SATISFACTION WITH COLLEAGUES  
**78.61%**



**100%** OF EMPLOYEES COMPLETED BUSINESS ETHICS TRAINING.



NUMBER OF BUSINESS ETHICS VIOLATIONS  
**-NONE-**

# ECONOMIC AND CORPORATE GOVERNANCE ASPECT



**NON-EXECUTIVE DIRECTORS**  
**5 PEOPLE**  
(83%)



**INDEPENDENT DIRECTORS**  
**3 PEOPLE**  
(50%)



**FEMALE DIRECTORS**  
**2 PEOPLE**



**MALE DIRECTORS**  
**4 PEOPLE**



**THE PROPORTION OF THE BOARD OF DIRECTORS ATTENDS THE TRAINING COURSES**  
**100%**



**MR. CHARTCHAI PANICHEWA**  
**0.16%**

**MR. PHINIJ HARNPHANICH**  
**0.00%**



**MRS. SOMHATAI PANICHEWA**  
**0.10%**

**MR. BOON CHOON KIAT**  
**0.00%**

**MR. CHAIYUT TECHATASSANASOONTORN**  
**0.13%**

**MRS. SUPAPORN BURAPAKUSOLSRI**  
**0.00%**

**100%**  
**OF EMPLOYEES AND EXECUTIVES COMPLETED BUSINESS ETHICS AND ANTI-CORRUPTION TRAINING.**



**COMPLAINTS REGARDING COMPANY OPERATIONS, DATA LEAKS, THEFT, OR LOSS OF CUSTOMER/STAKEHOLDER INFORMATION**  
**NONE REPORTED**



**COMPLAINTS RELATED TO ETHICAL AND BUSINESS CONDUCT VIOLATIONS**  
**NONE REPORTED**



**RECEIVED A "EXCELLENT" RATING (5 STARS) IN THE CORPORATE GOVERNANCE REPORT (CGR) FOR SEVEN CONSECUTIVE YEARS.**



**RECEIVED A "5 SHIELDS – OUTSTANDING" RATING IN THE ANNUAL GENERAL MEETING (AGM) CHECKLIST ASSESSMENT.**



**SUCCESSFULLY RENEWED MEMBERSHIP CERTIFICATION IN THE THAI PRIVATE SECTOR COLLECTIVE ACTION AGAINST CORRUPTION (CAC) FOR THE SECOND TIME.**

## Sustainable Development Goals and Performance Results 2025

Dimension	Operations	Target	Performance results 2025
Environment	Controlled the amount of PM10 dust from construction to within standard limits.	100%	100%
	Reduce water usage (Head Office) Per number of employees compared to the base year 2024.	5%	11%
	The number of cases or incidents related to legal violations or environmental impacts.	0 case	0 case
	The project development area is located within a conservation area. Or a protected area.	0 case	0 case
	Environmental complaints	0 case	0 case

Dimension	Operations	Target	Performance results 2025
Social	Employees have received business ethics training.	100%	100%
	Average number of training hours for employees.	5 hours per person	10.76 hours per person
	The level of employee satisfaction/engagement towards the organization.	70%	78.61%
	Community complaints, allegations of human rights violations, and labor disputes.	0 cases	0 cases
	Complaints regarding the leakage or breach of personal data.	0 cases	0 cases

Dimension	Operations	Target	Performance results 2025
Economics and Corporate Governance	Employees and management received training on codes of ethics and anti-corruption policies .	100%	100%
	Violations resulting from unfair competition.	0 cases	0 cases
	Complaints regarding breaches of corporate ethics and business conduct.	0 cases	0 cases
	Customer satisfaction	75%	80%

# BUILD A LIFE



Build a life with top convenience living. Located in a desirable location with an international standard of constructions completed with professional teams that are ready to welcome every **Chewathai** residents.



## ENVIRONMENTAL DIMENSION

(Disclosure GRI 306-2)



Global warming or climate change is caused by activities that release excessive amounts of carbon dioxide, leading to the greenhouse effect (Greenhouse Gas: GHG). These activities come from sectors such as energy, agriculture, and industry, with the real estate and construction industries being significant contributors. Activities in the construction process contribute to GHG emissions through construction waste or material debris, as well as the use of electricity, water in offices, and various forms of energy in office buildings.

Chewathai Public Company Limited (“the Company”) operates in the real estate and construction industry under the principles of good corporate governance. The Company has a policy of demonstrating corporate social responsibility (CSR) toward society and the environment, both during its core operational processes (CSR in Process) and outside of these processes (CSR after Process).

The Company pays careful attention from the beginning of the process by selecting production factors that have minimal environmental impact. Along with a strong management system, it seeks to prevent social impacts that directly affect people’s lives in society and communities. The Company focuses on the efficient use of resources to reduce energy consumption, uses environmentally friendly materials, encourages reuse, and manages waste materials from the production process to maximize their benefit. These efforts align with the United Nations’ Sustainable Development Goals (SDGs).



## Environmental Policy

The Company recognizes the importance of effective environmental management as a key factor in promoting efficient operations and sustainable growth. This approach will ultimately bring the greatest benefit to all stakeholders. Therefore, the Company has established an environmental policy with the following principles and guidelines for action:

1. The Company will support the improvement of workplace conditions and ensure a safe environment, promoting safety activities that raise employee awareness, such as training, incentives, and communications.
2. All levels of management are required to set a good example, lead, train, and motivate employees to practice safety in their work methods.
3. The Company will collaborate in controlling the use of resources, such as electricity and water, to ensure efficient consumption.
4. The Company is committed to continuously improving its environmental management system and consistently working towards pollution prevention.
5. The Company will control workplace accidents to meet the objectives and goals set.
6. The Company will separate hazardous waste generated from its activities by implementing prevention, control, storage, and disposal practices to minimize environmental impact.
7. All employees must prioritize their own safety, the safety of their coworkers, and the protection of the Company's property at all times while performing their duties.
8. The Company will regularly assess compliance with the above policies.
9. The Company will fully comply with all relevant environmental laws and regulations.
10. The Company will communicate and promote this policy to employees and stakeholders to ensure understanding and public disclosure.



## RESPONSE TO CLIMATE CHANGE

(Disclosure GRI 3-3, GRI 305-5)



The Company is mindful of climate change issues and has established a management approach with the Board of Directors setting the goals for the Company's climate change operations. The Company aims to achieve net-zero greenhouse gas emissions by the year 2055.

### Climate Change Risk Assessment

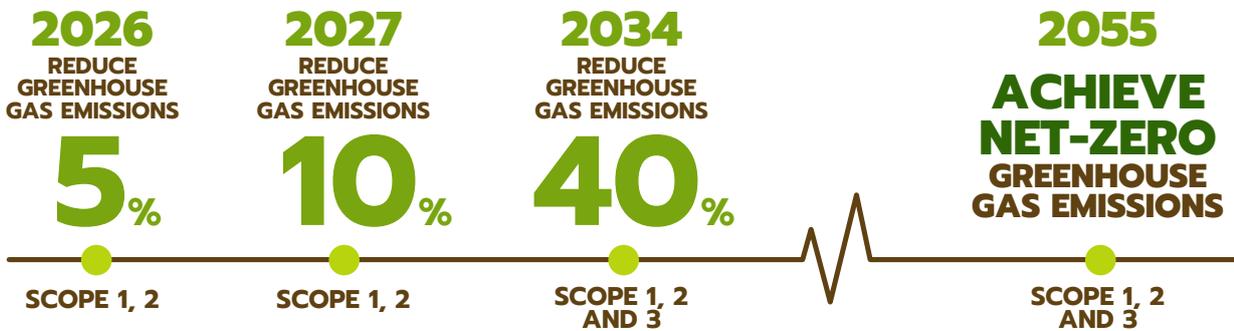
(Disclosure GRI 201-2)

Transition Risk					
section	Risks and opportunities	Potential impact on the company.	Risk strategy and management.	Risk level	Risk type
1	<p><b>Policies, rules, and regulations.</b></p> <ul style="list-style-type: none"> <li>Complying with new regulations. Related to carbon dioxide. And the climate.</li> <li>Laws or regulations controlling greenhouse gas emissions through various mechanisms such as carbon taxes and using carbon taxes as a tool for trade barriers through pre-transit carbon adjustment measures. ( Carbon Border Adjustment ) Mechanism (CBAM) Support The use of electric vehicles and clean energy sources, for example, is a mechanism. These could result in higher operating costs for the company.</li> </ul>	<ul style="list-style-type: none"> <li>Costs have increased from Obey the law. Or new criteria that exist. Complexity</li> </ul>	<ul style="list-style-type: none"> <li>Join a program to reduce [the risk/increase/loss/ etc.]. Energy consumption/reduction Emitting greenhouse gases.</li> <li>Focus on improving efficiency . Using energy wisely and investing in energy-saving technologies. Energy projects, for example. Alternative energy and renewable energy as well as monitoring the results. Operations are being undertaken to reduce. Emitting greenhouse gases. To achieve the set goals. Specified</li> </ul>	Intermediate level	<ul style="list-style-type: none"> <li>Risk In terms of regulations.</li> <li>Risk Financially</li> </ul>
2	<p><b>Technological change</b></p> <ul style="list-style-type: none"> <li>The survival of environmentally friendly real estate businesses . And the switch to alternative energy sources. Zero emissions.</li> <li>The use of equipment/machinery that... save energy And reduce carbon dioxide emissions.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce emissions. Greenhouse gas</li> <li>Reduce energy consumption.</li> <li>Improve the construction process.</li> <li>Operating costs Higher</li> </ul>	<ul style="list-style-type: none"> <li>Explore and invest in New technologies for Improve performance To reduce the amount. Releasing pollutants</li> <li>Support research, design, and innovation development. And technology procurement . Products and services of high quality and environmentally friendly. environment</li> <li>Committed to development. Operating continuously. To ensure maximum operational efficiency.</li> </ul>	Low level	<ul style="list-style-type: none"> <li>Risk Strategic aspect</li> <li>Risks related to Operations</li> <li>Risk Financial sector</li> </ul>
3	<p><b>Marketing changes</b></p> <ul style="list-style-type: none"> <li>Increased operational procedures .</li> <li>The path to carbon neutrality .</li> </ul>	<ul style="list-style-type: none"> <li>need Eco-friendly products With increasing environmental impact .</li> <li>Impact on income. And valuation.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor emissions. The company's greenhouse.</li> <li>Set reduction targets . Environmental impact</li> <li>Explore the use of low-emission fuels.</li> </ul>	Low level	<ul style="list-style-type: none"> <li>Risk Strategic aspect</li> <li>Operational risks</li> <li>Risk Financial sector</li> </ul>
4	<p><b>Corporate image</b></p> <ul style="list-style-type: none"> <li>Stakeholder concerns</li> <li>Demand for products and services Decline due to perceived image. The company in a negative light.</li> </ul>	<ul style="list-style-type: none"> <li>Impact on operations and components. Market segmentation Company</li> <li>The transition to a more liberal business operation . Low carbon</li> </ul>	<ul style="list-style-type: none"> <li>Implement a Net Zero Roadmap to reduce energy consumption. And release waste.</li> <li>Establish policies and Environmentally friendly business goals .</li> </ul>	Low level	<ul style="list-style-type: none"> <li>Risk Strategic aspect</li> </ul>

Physical Risk					
section	Risks and opportunities	Potential impact on the company.	Risk strategy and management.	Risk level	Risk type
<b>1.Natural disasters that are changing Suddenly due to... Climate change</b>					
	<ul style="list-style-type: none"> <li>• Drought</li> </ul>	<ul style="list-style-type: none"> <li>• Construction material costs more</li> <li>• Disruption of Construction process Because water is the main ingredient in the mixture. Concrete has the following effects: A disruption occurred. Construction process It affects credibility . On the operational side, Companies and corporations may have... Rising production costs . Based on the cost of water procurement . The increase is to ensure there is sufficient water to support construction .</li> <li>• Disruption of customer service at the project .</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and evaluate. Risk of occurrence A persistent and defined drought condition . Response plan and business continuity plan. In the event of a business situation... Drought and water shortage conditions . Prevention and mitigation system</li> <li>• Events such as floods /storms/ Drought includes specified conditions. Incident management plan.</li> <li>• Improve water efficiency , such as wastewater treatment projects . From the wastewater treatment system . Reusing, for example.</li> </ul>	Low level	<ul style="list-style-type: none"> <li>• Risk Strategic aspect</li> <li>• Risks related to Operations</li> <li>• Risk Financial sector</li> </ul>
	<ul style="list-style-type: none"> <li>• Floods</li> </ul>	<ul style="list-style-type: none"> <li>• Flooding may occur. This affects operations. A disruption, which has resulted in... Directly related to the loss. The company's revenue. It also makes the... Construction is not allowed. Operational.</li> </ul>	<ul style="list-style-type: none"> <li>• The company monitors and verifies. Perform maintenance . The drainage system needs regular maintenance. To prepare for the rainy season, including... Site inspection, work site planning, and plan design. And the surrounding construction. Taking into account the quantity. Water level and rainfall rate . Based on historical data.</li> <li>• Prepare barricades. Floodwater caused by sandbags. And a mobile water pump. To lower the water level, if any. flood</li> <li>• Develop a Business Continuity Plan (BCP) to prepare for unforeseen situations.</li> <li>• Arrange for dredging of sediment and silt from drainage ditches around the project area.</li> <li>• Install temporary drainage systems to drain rainwater around the area. Project are</li> </ul>	Low level	<ul style="list-style-type: none"> <li>• Risk Strategic aspect</li> <li>• Risks related to Operations</li> <li>• Risk Financial sector</li> </ul>

**Goals and guidelines for reducing greenhouse gas emissions.**

The company is committed to taking action to respond to climate change and has set a target of achieving zero greenhouse gas emissions by 2055, data were collected in 2025 (base year). We are ready to set short-term and medium-term goals to concretely move towards the ultimate objective.



## Carbon Footprint Assessment

The company recognizes and prioritizes addressing the issue of global warming. Therefore, we compiled data on all greenhouse gas emissions activities of the head office and all sales offices of every project. A voluntary assessment was conducted, and the emissions were calculated in tons of carbon dioxide equivalent. This data was then used... Let's establish management guidelines to effectively reduce greenhouse gas emissions.

In the year In 2025, the total greenhouse gas emissions from the head office and sales offices of all projects are as follows:

Scope	2025 (TonCO <sub>2</sub> e)
Scope 1	13.31
Scope 2	25.94
Scope 3	-
Total	39.25





## BIO GREEN MANAGEMENT: BIODIVERSITY MANAGEMENT

Due to the ongoing and increasingly severe climate change situation, Chewathai Public Company Limited aims to actively manage biodiversity to address long-term issues and mitigate the impacts for a sustainable future. The company has initiated the “No Construction in Natural Conservation Areas” project as part of its commitment to environmental preservation.

### The green area of the project “GREEN AREA BY PROJECT”

**Project: Chewathai Hallmark Ekamai-Ramintra**

Residential buildings, 8 stories high, 2 buildings, 413 units, total area 4-2-6.8 rai. GREEN CONCEPT

- The plants selected for the project are tropical species that can withstand Thailand’s weather conditions, reducing mortality rates and promoting the use of evergreen trees.
- The selection of evergreen trees is done with types that can be calculated to ensure CO2 reduction.
- A sustainable green area has been created with a total area of 1,093.17 square meters, exceeding the required green space standards.
- The use of green space is strategically positioned to block sunlight, wind, and rain, reducing the impact of pollution. This helps decrease heat accumulation in the building, allowing for energy savings inside the building and creating a relaxing atmosphere within the project.
- The air conditioning system uses high-efficiency inverter technology and environmentally friendly refrigerants (R32/R1233ZD) to maximize energy savings.
- The construction contractor manages waste in line with circular economy principles by recycling construction materials and using food waste processing machines to convert food waste into fertilizer.
- EV chargers are installed in the residential buildings and sales office areas.



### Project: Chewarom New Ratchaphruek

A residential project with 92 single houses on a total area of 21-2-69.6 rai.

- Designed with the Tropical Urbanized concept, selecting plant species that complement the project's area and the Modern Tropical landscape concept.
- Evergreen trees were selected, which can be calculated to guarantee CO2 reduction, such as water fig, canna, mangrove, "Kan-Krao" (Indian Laurel), and many others.
- A sustainable green space has been created with a total garden area of 301 square wah, or 1,204 square meters, meeting the land allocation standards.
- The placement of evergreen trees along the housing units is strategically oriented to block sunlight, wind, and rain, reducing the impact of pollution. This helps decrease heat buildup in the buildings, leading to energy savings and creating a relaxing atmosphere within the project.
- The air conditioning systems at the clubhouse and show houses use high-efficiency inverter technology and environmentally friendly refrigerants R32/R1233ZD to maximize energy savings.
- Single housing project uses SPC materials in construction to reduce the use of natural wood and extend product lifespan.
- Water-efficient sanitary fixtures are selected to reduce water consumption while maintaining effective flushing performance and hygiene. This also helps lower water costs, reduce energy use in wastewater treatment, and minimize environmental impacts.



## LAND ACQUISITION – Location of Each Project in 2024–2025

For every location, Chewathai Public Company Limited recognizes the importance of environmental impacts and surrounding resources. Both past and future development areas of the projects **do not include construction in protected natural areas**, and all projects undergo environmental quality assessments prior to the commencement of construction.

The company has a strategy for evaluating resource use in each area, such as reducing energy usage in site development, demolishing existing buildings, and creating green spaces on the land acquired.

## GREEN LAND POLICY – Policy on Green Space in Projects

### GREEN AREA ENVIRONMENT

The creation of sustainable green spaces, focusing on central gardens, is aimed at promoting community activities. These areas also help reduce CO<sub>2</sub> emissions, decrease heat energy accumulation in homes, and within the project area. Evergreen trees create shade for the project space, and the placement of trees is strategically oriented to block sunlight, particularly in areas with high heat, such as the south, west, or gaps between buildings. Green spaces are maintained to help restore ecosystems, reduce environmental impacts, enhance residents' quality of life, and support ESG objectives.

### SELECTED STANDING TIMBER IN CO<sub>2</sub> CREDIT

The selection of tree species that fall under the carbon credit category includes 58 species, in accordance with the policy of the Department of Environmental Quality Promotion, which provides carbon credits to help the world. An evergreen tree can absorb an average of 9–15 kg of CO<sub>2</sub>e, and some species can be exchanged for “carbon credits.”

### MAINTENANCE GREEN & DEVELOP AREA

Before developing a project area, a thorough inspection is conducted to ensure minimal environmental impact. This includes preserving the natural state of the land, maintaining and caring for existing trees, and implementing measures to maintain and repair adjacent areas. The aim is to reduce waste discharge or treat it before releasing it into public areas, ensuring that green spaces are not destroyed. Green areas are also restored by relocating and replanting existing trees, both within the project site and to neighboring projects.

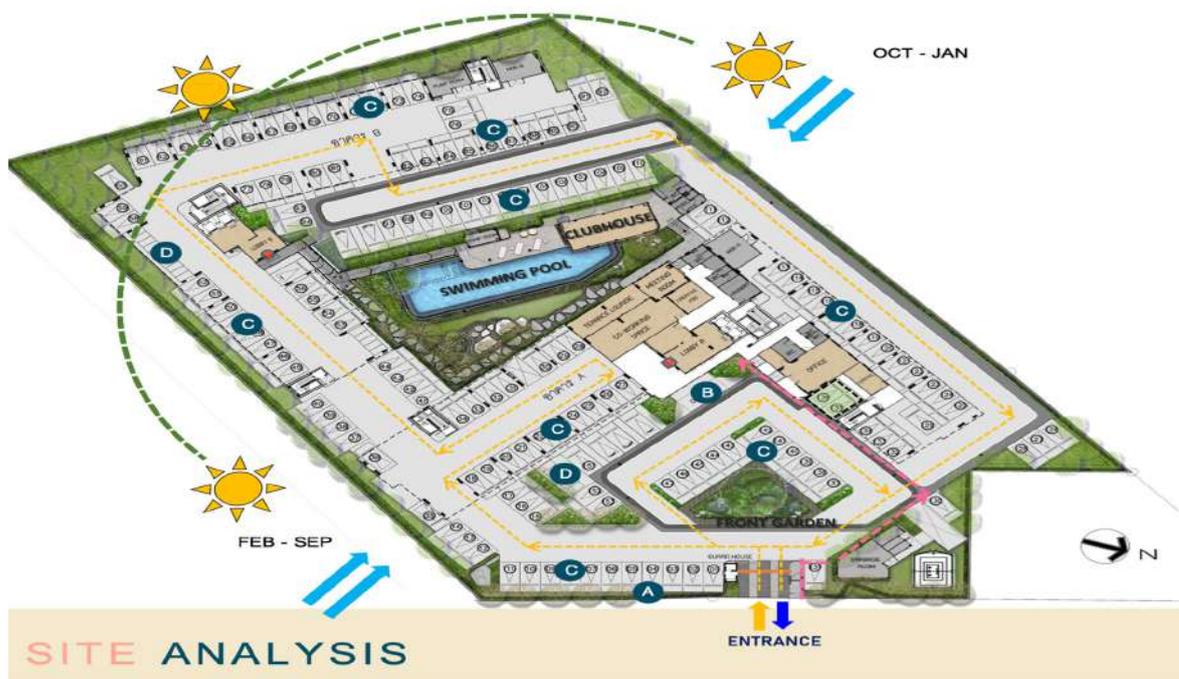


## RESOURCE MANAGEMENT AND EFFICIENT USE OF MATERIALS

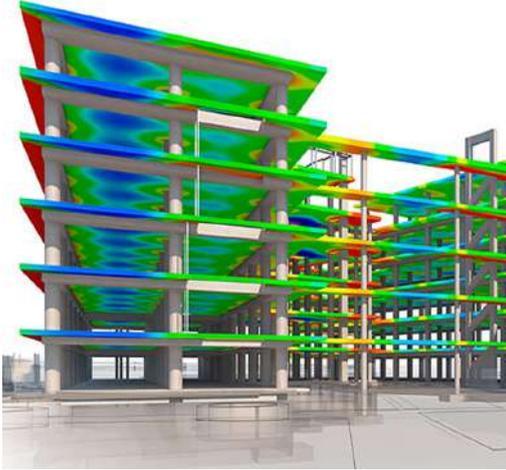
Management of Management of Construction Materials and Products Efficiently following the principles of the Circular Economy.

### Design/Construction with Consideration for Green Building Principles

1. The preparation of the design process is tailored to suit the environmental conditions. Chewathai Public Company Limited presents a sustainable concept by utilizing nature to benefit the project, through the building's design, open spaces, and green areas. Sustainable design analysis is carried out based on the surrounding environment, such as blocking the direction of monsoon winds, shielding from sunlight, and mitigating impacts from surrounding environmental factors. This helps reduce energy consumption for air conditioning, enhance natural ventilation, and promote a better quality of life for residents.

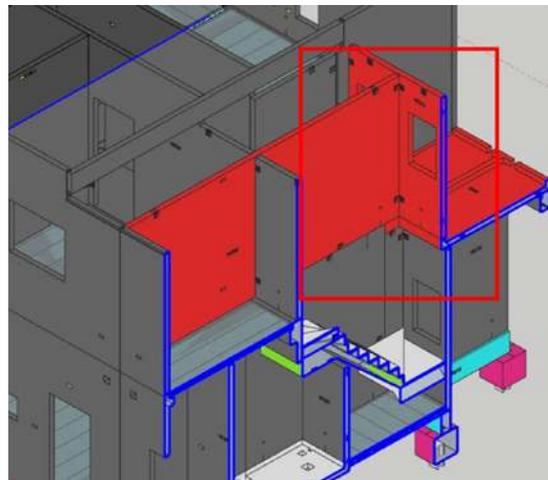


2. Chewathai Public Company Limited focuses on presenting sustainable concepts through **ESG**, particularly through the G (Governance) aspect, which emphasizes the importance of business innovation. We incorporate **Building Information Modeling (BIM)**, a process used during the design phase to minimize issues and prevent waste generation, which Chewathai refers to as “**Less is more.**” This approach involves using technology from the start to create something beneficial and impactful. In practical terms, this reduces problems, minimizes waste, and ensures quality outcomes from the initial stage. Additionally, we manage the digital data representation of building projects and are beginning to explore the use of **AI (Artificial Intelligence)**. Integrating AI into BIM enhances its capabilities further A brighter future ahead. Additionally, we use



programs such as **AutoCAD** and **SketchUp** to prioritize and focus on development for society and/or the environment within the company. We actively promote the serious exploration of new innovations at the organizational level. These initiatives reflect the Company's commitment to leveraging technology and innovation as key drivers of good governance, while creating long-term sustainable value for society, the environment, and the economy.

3. The plants selected for the project are tropical species that can withstand Thailand's climate, reducing mortality rates and promoting the use of evergreen trees.
  - 3.1 The selection of evergreen trees is done with species that can be calculated to ensure CO2 reduction.
  - 3.2 A sustainable green area has been created with a total area of 1,093.17 square meters, exceeding the required green space standards.
  - 3.3 The use of green space is strategically oriented to block sunlight, wind, and rain, reducing the impact of pollution. This helps decrease heat accumulation in the building, allowing for energy savings inside the building and creating a relaxing atmosphere within the project.
  - 3.4 The selected tree species belong to the carbon credit group, which includes 58 species in accordance with the policy of the Department of Environmental Quality Promotion. These trees provide carbon credits, contributing to environmental sustainability. An evergreen tree can absorb an average of 9-15 kg of CO<sub>2</sub>e, and some species can be exchanged for "carbon credits."
  - 3.5 Sustainably maintain green spaces by using organic fertilizers, reducing chemical usage, and implementing preventive maintenance plans to minimize environmental impacts.
  - 3.6 Promote residents' well-being and quality of life by designing green spaces for relaxation, walking, exercise, and community activities, enhancing both physical and mental health.



### Selection of Environmentally Friendly Products (MATERIAL GREEN BY RECYCLE)

Chewathai Public Company Limited is committed to carefully selecting materials used in its projects, ensuring that they meet standards from various organizations. This includes products that are environmentally conscious, such as those with ISO certifications and carbon footprint labels.

**GREEN LABEL**  
ผ่านกระบวนการผลิตที่เป็นมิตรสิ่งแวดล้อมของประเทศสิงคโปร์

**GREEN GUARD GOLD**  
มาตรฐานการตรวจสอบค่าสารระเหยของประเทศสหรัฐอเมริกา

**FSC**  
ผลิตภัณฑ์ที่ใช้ไม้จากป่าปลูกเพื่อให้เกิดการปลูกป่าใหม่ของโลกเป็นไปอย่างมีความสมดุลทั้งเศรษฐกิจ สังคม และสิ่งแวดล้อม

**ISO 14001**  
มาตรฐานระบบจัดการสิ่งแวดล้อม

ฉลากลดคาร์บอนฟุตพริ้นท์ของผลิตภัณฑ์

ฉลากลดคาร์บอนฟุตพริ้นท์ของผลิตภัณฑ์ หรือ ฉลากลดโลกร้อน

In addition to the materials used indoors, Chewathai, a real estate development company, also considers environmental impact when selecting materials for exterior construction. Concrete, as a primary material, is chosen with attention to recycling policies.

**รวมรวมเศษคอนกรีตที่มีส่วนผสมของซีเมนต์**    **ย่อยเศษคอนกรีต**    **เศษหิน Aggregate**

**Pavement :** คอนกรีตผสมวัสดุรีไซเคิล  
**Base :** CLSM\* ผสมหินฝุ่นรีไซเคิล  
**Subbase :** ชั้นหินคลุกจากหินรีไซเคิล  
**Sub-grade :** ชั้นดินเดิม

**ทำคอนกรีตรีไซเคิล**

**ถนนคอนกรีตรีไซเคิล 25x6 เมตร ใช้เศษคอนกรีต 100 ตัน**

To contribute to environmental care, we work with suppliers who participate in the Waste by Recycle policy, focusing on controlling air pollution emissions. They select recycled materials from the production process and create products designed for practical use and sustainability.

### Sustainability Training for Partners (KNOWLEDGE SHARING)

Chewathai Public Company Limited is committed to sustainability in project development. Therefore, we collaborate with our Partner and Supplier Teams to provide training and knowledge sharing on selecting and using sustainable materials, promoting continuous environmental responsibility. This ensures that operational staff are actively involved, aware of the importance of sustainability, and aligned with the goal of developing projects in a sustainable manner.

1. **Siam Daikin Sales Co., Ltd.**, a manufacturer of air conditioning systems. Organized the Daikin Pure Tech The Genuine Innovation event to introduce its latest air conditioning products, which are continuously developed with advanced innovations each year. Daikin is recognized as a leader in air conditioning systems, with a strong focus on eco-friendly products. The company utilizes R32 refrigerant, which does not deplete the ozone layer and helps reduce greenhouse gas emissions. Its air conditioners are also distinguished by their No. 5 energy efficiency rating and are among the first to receive the Carbon Footprint Product (CFP) certification in support of environmental sustainability. The event fostered stronger relationships between Chewathai and its business partners on January 22, 2025.



2. **The Teka showroom** showcases premium kitchen appliances, with a strong focus on built-in products featuring elegant, modern designs and comprehensive functionality. These include ovens, gas hobs/induction cooktops, range hoods, sinks, faucets, refrigerators, and more—providing complete solutions for integrated kitchen design, the visit helped strengthen the relationship between Chewathai and its business partners on September 30, 2025.



3. **Index Living Mall factory**, A furniture distributor committed to driving sustainable business practices under the concept of “Sustainable Living for Future Lifestyle.” The company highlights its eco-friendly products made from natural materials such as wheat straw, water hyacinth, rattan, and bamboo. Index Living Mall also promotes “Green Logistics” by utilizing electric vehicles (EVs) for product transportation to reduce greenhouse gas emissions and minimize environmental impact. During the visit, the company provided knowledge on its products, furniture manufacturing processes, and maintenance practices, the event fostered stronger relationships between Chewathai and its business partners on October 20, 2025.





## ENERGY/ELECTRICITY MANAGEMENT

(Disclosure GRI 3-3)

The company places great importance on energy and electricity management by installing energy-efficient electrical equipment and utilizing environmentally friendly technologies. Additionally, the company considers the use of renewable energy to enhance its efforts in reducing greenhouse gas emissions.

Operational	Targets for 2025	Performance results for 2025.
Reduce electricity consumption at the headquarters compared to 2024.	5%	11%

Electricity Consumption	2023	2024	2025
Head Office	66,370 KWh	60,024 KWh	51,889 KWh
Total Number of Employees (Head Office)	37 People	51 People	50 People
Average per person	1,794 KWh	1,177 KWh	1,038 KWh

### Guidelines for Energy and Electricity Management in Office Buildings

#### 1. Establishing Proper Usage Schedules

Set appropriate schedules for turning on and off lights, air conditioners, and all electrical appliances in the office based on usage periods. For example, turn off air conditioning 30 minutes before break time or the end of the workday, and ensure all electrical devices, such as computers and printers, are switched off and unplugged when not in use.

#### 2. Using Energy-Efficient Equipment

Choose energy-saving devices and certified energy-efficient lighting, such as LED bulbs throughout the office. Implement conservation initiatives, including regular cleaning of air filters and setting air conditioners to optimal temperatures. A designated "5S" committee will help raise awareness and ensure employees monitor and maintain electrical equipment properly.

#### 3. Office Space Optimization & Remote Work Policy

Redesign office layouts and seating arrangements while encouraging employees to work on-site at project locations at least twice a month. This initiative aims to reduce office electricity consumption and minimize air conditioning use.

#### 4. Raising Awareness & Promoting Energy Efficiency

Encourage employees to be mindful of energy use by actively monitoring office electricity consumption. Employees should be responsible for reporting inefficiencies and ensuring energy is used effectively.

## Energy and Electricity Management Guidelines for Projects

### 1. Installation of Energy-Efficient Lighting in Clubhouses

In projects such as Chewarom New Ratchapreuk, new lighting systems will be installed in the clubhouse, utilizing electricity generated from solar panels. This initiative aims to reduce clubhouse electricity expenses, with an estimated monthly savings of 5,500 – 6,000 THB after installation.

### 2. Installation of 3 kW Solar Street Lights

A 3-kilowatt solar-powered lighting system will be installed in the rear zone of Chewawan Pinklao-Sathorn to provide nighttime illumination and reduce central electricity costs. This is expected to save approximately 1,000 – 1,500 THB per month on electricity expenses.





## WATER AND WASTEWATER MANAGEMENT

(Disclosure GRI 3-3)

The company recognizes the importance of water resources, as they are limited and vulnerable to scarcity. Furthermore, the business relies heavily on water for various activities. Therefore, the company prioritizes minimizing the impact of water usage in its operations, from selecting appropriate water sources to managing wastewater discharge, ensuring it does not affect water users in the project areas. Contingency plans have also been put in place to ensure business continuity in case of water shortages. The company has also set targets for reducing water consumption and encouraging stakeholder participation in water conservation, starting with employees at the head office. This includes promoting awareness of the value of water, fostering collaboration, and campaigning for water-saving practices.

- The goal is to reduce water usage at the headquarters by 5% in 2025.

Water consumption (cubic meters)	2023	2024	2025
Headquarters	150	179	200
Total number of employees (Head Office)	37 people	51 people	50 people
Average per person	3.75	3.61	4

Performance results: In 2025, the company was unable to reduce water usage according to the set target, mainly during the third quarter. During the year, the company moved its head office from Lumpini Tower in Sathorn to Soi Ladprao 71, Wang Thonglang District, has seen an increase in area, coupled with an increase in employees who previously worked on-site and are now working permanently at the new head office, resulting in increased water usage.

### Guidelines for water resource management within office buildings.

1. We are promoting water conservation among employees by creating internal company promotional materials.
2. Schedule daily inspections of plumbing and sanitary fixtures to prevent leaks .
3. If employees discover any water leaks, they can report it to the relevant department or via Line. Chewa care - immediately.

### Water quality management in construction projects.

The company provides a prefabricated wastewater treatment system designed to handle the sufficient volume of wastewater generated from the construction project. And to treat wastewater to achieve BOD levels that meet the specified standards before discharging it outside the project, as well as to arrange for the collection of wastewater samples . From each prefabricated wastewater treatment system. To consistently analyze major pollutant levels, including BOD, COD, SS, pH , and Oil & Grease , to meet the standards of the Ministry of Natural

Resources and Environment ( EIA) during construction, in 2025 there is one condominium project under construction : the Cheevathai project . The results of the water quality analysis at Chewathai Hallmark Ekamai – Ramintra are summarized as follows:

### Wastewater quality test results according to standards.

Measurement results (mg/L)	2025											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Biochemical Oxygen Demand (BOD) (Standard Value <20)	18.3	12	14.8	15.8	16.7	18.2	18.4	7.2	11.4	12.6	18.7	18.2
Total Dissolved Solids (TSD) (Standard Value <500)	430	930	152	456	438	668	974	190	362	376	184	154
Total Suspended Solids (Standard Value <30)	10	10	28	10	19	28	27	23	26	28	10	10



### Water management in construction projects.

Used tap water, especially in construction sites, is systematically managed by wastewater management companies to treat and recycle it for reuse. This reduces water pollution and its negative environmental impact, while also lowering production costs. The treated water is clean enough for reuse in other processes, such as domestic use, restrooms, watering plants, and cleaning truck wheels entering and exiting construction sites, maximizing efficiency and benefit before it flows into public water sources. As a result of reusing treated water for irrigation within the project, projects can save at least 10,000 baht per month on tap water costs.

By 2025, the company has not found any issues of water shortage or conflicts with communities regarding water usage in any of its projects.



## AIR AND NOISE POLLUTION MANAGEMENT

The company places great importance on managing both air and noise pollution, both within the construction area and the surrounding community. Regular monitoring of air quality is conducted to ensure it meets the standards set by regulations, with consistent tracking and measurements.

### Air Pollution Management in Air Quality Monitoring

The company conducts air quality monitoring by measuring the concentration of Total Suspended Particles (TSP) and particulate matter with a diameter of 10 microns (PM10) in both the project area and the surrounding community regularly. These measurements are part of the environmental impact prevention and mitigation measures (EIA Monitoring Report). Everyone can check the status of the project of Chewathai Public Company Limited through the project database, which has been officially approved through the EIA review process, available on the website of the Office of Natural Resources and Environmental Policy and Planning SMART EIA PLUS, or via <http://eia.onep.go.th/>

During the construction phase, measurements of Total Suspended Particles (TSP) and particulate matter with a diameter of 10 microns (PM10) are taken at the monitoring point within the project area under construction. One such project is the Chewathai Hallmark Ekkamai-Ramintra project, with monitoring conducted from January to December 2025 as follows:

### Air quality measurement results (TSP) with the legal standard value not exceeding 0.33

Project	Year 2025											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Chewathai Hallmark Ekkamai-Ramintra (Inside)	0.042	0.066	0.062	0.051	0.065	0.038	0.047	0.062	0.035	0.058	0.084	0.057
Chewathai Hallmark Ekkamai-Ramintra (Outside)	0.03	0.077	0.044	0.035	0.043	0.036	0.044	0.065	0.033	0.042	0.075	0.038

### Air quality measurement results (PM-10) with the legal standard value not exceeding 0.12.

Project	Year 2025											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Chewathai Hallmark Ekkamai-Ramintra (Inside)	0.0210	0.0328	0.0308	0.0237	0.0318	0.0141	0.0197	0.0281	0.0181	0.0290	0.0324	0.0159
Chewathai Hallmark Ekkamai-Ramintra (Outside)	0.0143	0.0649	0.0284	0.0132	0.0215	0.0133	0.0182	0.0318	0.0211	0.0215	0.0358	0.0224



Controlling dust generated from construction activities to ensure it does not exceed the prescribed standards is crucial for preventing health and environmental impacts. The following measures can be implemented:

**1. Planning and managing the construction area:**

- **Fencing the construction area:** Use dust barriers or covering materials around the construction site to reduce the dispersion of dust into the surrounding area.
- **Designating specific work zones:** Limit dust spread by confining activities to areas that can be easily controlled.

**2. Reducing dust sources:**

- **Spraying water in areas where materials or soil are being moved** to reduce dust dispersion.
- **Installing dust measuring devices at the project site** to monitor dust levels and ensure they stay within the prescribed standards.

**Activities to reduce air pollution within the construction project:**

- Assign cleaning staff to spray water on carpets both in front of and within the project site to reduce dust according to the measures, three times a day.
- Activate water sprays around the project site in accordance with dust reduction measures.
- Provide truck wheel washing stations to reduce dust.

## Noise Pollution Management

The company considers the impact of noise pollution on the surrounding community by scheduling construction activities at appropriate times. Additionally, construction methods are chosen to effectively reduce noise levels and vibrations. Regular monitoring is conducted to ensure compliance with the standards set by regulations.

### Noise Level Monitoring

During the construction phase, noise levels are measured for the following parameters: 24-hour average sound level (Leq), maximum sound level (Lmax), day-night average sound level (Ldn), baseline sound levels (L90, L10), and noise disturbances at the monitoring point within the construction project area. One such project is the Chewathai Hallmark Ekkamai-Ramintra project, with monitoring conducted from January to December 2025 as follows:

### Monthly Noise Level Monitoring Results (24-hour average noise level (<70 decibels))

Project	Year 2025											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Chewathai Hallmark Ekkamai-Ramintra (Inside)	63.4	64.2	63.6	64.1	65.2	64.2	63.6	63.9	66.3	65.2	63.9	62.1
Chewathai Hallmark Ekkamai-Ramintra (Outside)	62.1	61.7	64.8	62.3	63.1	61.9	62.4	61.8	63.6	62.2	91.3	60

**Monthly Noise Level Monitoring Results (The noise disturbance standard is an average not exceeding 115 decibels)**

Project	Year 2025											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Chewathai Hallmark Ekkamai-Ramintra (Inside)	87.50	92.40	88.90	55.30	92.70	90.10	90.15	90.88	98.20	94.15	62.6	87.9
Chewathai Hallmark Ekkamai-Ramintra (Outside)	87.4	85.7	84.2	54.9	88.5	86.8	88.7	86.5	90.2	88	95.9	86.2

**Monthly Noise Level Monitoring Results ((Noise level (<10 decibels))**

Project	Year 2025											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Chewathai Hallmark Ekkamai-Ramintra (Inside)	6.1	5.6	6.6	3.4	4.0	4.5	4.3	7.0	7.5	6.8	9.7	5.7
Chewathai Hallmark Ekkamai-Ramintra (Outside)	3.4	7.6	5.6	6.2	4.8	6.0	5.0	3.5	7.0	5.4	8.2	4.4





## MANAGEMENT OF NON-HAZARDOUS WASTE AND NON-HAZARDOUS MATERIALS

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

The company has established an environmental policy, recognizing that effective environmental management promotes operational efficiency and sustainable growth. The objective of this policy is to manage processes responsibly towards society and the environment, particularly in line with international environmental management standards to preserve the environment and ensure the safety of all stakeholders (Related document: PC-CWG-026 Environmental Policy). The company adheres to the 5Rs waste management principles.

1. Refuse - Refuse to create waste
2. Reduce - Reduce waste generation
3. Reuse - Reuse items to reduce waste creation
4. Repair - Repair and restore items to extend their lifespan
5. Recycle - Process materials for recycling to be reused



**REFUSE**



**REDUCE**



**REUSE**



**REPAIR**



**RECYCLE**



## MANAGEMENT OF NON-HAZARDOUS WASTE AND NON-HAZARDOUS MATERIALS IN THE OFFICE

(Disclosure GRI 306-2, 306-3, 306-4, 306-5)

The company can organize waste management activities that involve waste sorting, recycling to extend the lifespan of waste, and reducing waste volume. This can be achieved by providing containers for sorting different types of waste and by promoting awareness among employees and business partners so they can further develop their knowledge of waste management. The company can also design activities related to environmental management.

### The company's internal non-hazardous waste management project.

**1. Company internal paper management project** The company utilizes office materials, particularly paper, for printing information that is easy to read, clear, organized, and facilitates retrieval, verification, and storage. Current usage surveys indicate a significant increase in paper consumption, leading to a continuous rise in paper waste. Management recognizes the critical need to maximize paper utilization to reduce waste and lower company costs, aligning with Chewa Goes Green's environmental awareness initiative. Therefore, a company-wide paper management project has been initiated with the primary objective of achieving tangible and effective paper reduction, as follows:

- Create awareness of the efficient use of resources, especially paper within the company.
- (2) Communicate to all levels of employees and ensure strict adherence.
- (3) Continuously monitor, inspect, and report on the use of paper within the company.
- (4) Promote the use of information technology , online media ( social media), electronic document management (e-office), electronic documents ( e -Document), electronic meetings ( e-Meeting), shared databases such as LAN, Intranet , etc.

Various departments have collaborated to design activities aimed at reducing paper consumption, such as:

- (1) The Human Resources ( HR) department has launched the "Combating Global Warming: Reducing Carbon Paper Usage" project to transition pay slips, previously printed on carbon paper, to an e-pay slip system using the HumanOS operating system . Employee Self Service
- (2) The sales department for high-rise projects ( CHEWA Condo) has launched the "Third Page Paper Bank" project to reduce paper consumption and promote paper recycling. It is expected that the initial phase of the project will establish internal practices for using both sides of the paper , separating paper waste for donation to external organizations that can reuse it, such as the Foundation for the Blind in Thailand, which will use the paper to create Braille notebooks for the visually impaired. Importantly, the project aims to reduce paper consumption from the current 3 reams or 1,500 sheets to 2 reams or 1,000 sheets.
- (3) The sales team for low-rise projects has implemented the " Save Green Save World" project to continuously control and reduce paper usage , raise awareness of the importance of using resources efficiently, and minimize waste. Practices include

carefully checking documents before printing , reducing paper margins (approximately 5% reduction) , and using both sides of the paper.

- (4) and Compliance Department has launched the “Chewathai Joins the Eco-Friendly Project: Reduce Paper Usage” to reduce the amount of paper resources used in preparing company and business partner contracts by 50% through the method of printing documents on both sides.
- (5) The Customer Service Department ( CHEWA Smart Transfer) has implemented the “ HUG GREEN” project to control and reduce paper usage , raise awareness of efficient resource utilization , and continuously control paper consumption. This is achieved through methods such as recording paper usage statistics and setting a target to reduce paper usage by 10% per month , printing documents on both sides , and applying technology to reduce paper consumption in the work process.

**2. Plastic reduction project** The company has established an internal waste reduction policy to foster awareness of responsible resource use, encourage participation in efficient waste management, and promote sustainability activities that benefit society and the environment. Examples include avoiding plastic bags for small purchases , choosing reusable containers such as cloth bags, baskets, and lunch boxes , carrying personal items like water bottles and cups to reduce plastic bottle purchases , reusing plastic bags and styrofoam containers , and selecting biodegradable products such as paper packaging. These measures aim to reduce carbon emissions by approximately 40 kg/CO<sub>2</sub> per year.

### Projects and collaborations with other agencies.

**1. His paper-collecting project.** The company collaborates with SCG Packaging Public Company Limited (“SCGP”), a subsidiary of The Siam Cement Public Company Limited, to establish collection points for office paper waste and brown cardboard boxes at various locations within the company’s offices and project sites. Designated personnel are responsible for collecting and sending the paper waste to SCGP for recycling. This initiative helps reduce waste volume while simultaneously increasing its value, ensuring proper and efficient paper waste segregation.

The paper waste collected and sent to SCGP is converted into value-added benefits for both the company and society. Office paper (such as copy paper) can be exchanged for new reams of A4 paper for reuse in the office. In 2024, the company successfully collected over 1 ton of brown cardboard boxes and sent them to SCGP for upcycling into student desks, chairs, and other useful items. This initiative demonstrates the company’s strong commitment to raising awareness about resource reduction in alignment with the project’s objectives.

By setting up a collection point for used cardboard boxes to be recycled into student desk sets, these items were donated to Ban Palao School in Mae Tha District, Lamphun Province. This school faces a lack of educational opportunities, funding, and support. It is also a school that Chewathai has been supporting in education for over six years. In addition to supporting education, this project allows residents from all Chewathai projects to participate in waste sorting to reduce waste entering the system. It also promotes positive activities between Chewathai and its customers.

**2. “ More Exchange” project** The more you get ...Chewathai Public Company Limited organized the “Exchange More, Get More” campaign to encourage Chewathai residents to separate and dispose of waste properly. Residents from both low-rise and high-rise projects actively participated, exchanging plastic bottles for prizes at Chewathai’s activity booths. All collected plastic bottles were donated to Wat Chak Daeng temple to be recycled into monastic robes. This reflects the company’s commitment to community involvement in creating value from waste and driving sustainable social development.



**3. CHEWA BAG SHARE Project** Chewathai Public Company Limited is moving forward with the CHEWA BAG SHARE project under the Chewa Goes Green concept to campaign for the reduction of plastic bag usage and promote the efficient use of resources by inviting residents to share reusable cloth bags, paper bags, and cooler bags.

Through the cooperation of residents in all projects, Chewathai collected all the donation bags and delivered them to the Faculty of Medicine, Vajira Hospital, to be used for providing services to patients and the public. A representative from CHEWA ESG officially represented the company in the handover ceremony.

This activity reflects the participation of residents and partners in driving environmental initiatives in a tangible way, reinforcing Chewathai’s role in creating an environmentally conscious living culture and contributing to sustainable social development in the long term.





## HUMAN RESOURCE MANAGEMENT

Chewathai Public Company Limited values its human resources as a key factor in achieving sustainable success. The company is committed to managing human resources with transparency, fairness, and efficiency. It supports employee development to align with business growth and create a work environment that promotes diversity and inclusion.

The company treats employees fairly and carefully manages operations according to established policies. It sets employee rules and regulations strictly within the legal framework. Additionally, the company values human rights and social equality.

### Recruitment and Selection

Chewathai's recruitment and selection process focuses on the competency of candidates, ensuring their abilities align with the company's five core organizational cultures (Chewathai Together) to promote effective teamwork. These five aspects are:

1. Achieve Outstanding Customer Experience
2. Through Excellent Products & Service Quality
3. By Multi-Skilled Professionals
4. With Sense of Ownership
5. In Cordial & Caring Environment

The employees must have knowledge and specific skills that match the job requirements. There should be a selection evaluation system to ensure that the employees are suitable for the company (fit the right company) and the nature of the job (fit the right job), the selection process is based on equality, without discrimination based on race, religion, gender, age, or disability. Various selection channels are used according to the established plan, such as the company's website, well-known job recruitment websites in the labor market, and Facebook Chewa Careers. The company also provides opportunities for internal employees to transfer between departments. Additionally, there are policies to address workforce shortages, such as "Job Rotation," where employees are assigned to help other departments for a specified period or when urgent needs arise, and "Cross Training," which involves training employees to perform multiple roles, reducing the need to hire new staff. There are clear guidelines in place to ensure effective workforce management as follows:

- **Workforce Control:** Considered based on necessity within the strategic plan, development framework, operational guidelines, internal controls, and budget. Additionally, factors related to the economic situation and the ability to adapt during various crises to ensure the organization's business plan is successful.
- **Recruitment and Selection Policy:** Provides equal opportunities without discrimination, regardless of race, religion, skin color, gender, personal beliefs, and includes people with disabilities or other disadvantaged groups. There is no policy to hire illegal foreign workers or engage in improper practices that violate human rights, such as child labor exploitation.

- **Recruitment of Senior Executives:** For senior executive positions, especially C-level positions, or certain roles such as Executive Vice President, the selection must be reviewed and approved by the Nomination and Remuneration Committee (NRC). The compensation package is then presented for approval to the company's board of directors in the next step.
- **Employment of People with Disabilities:** To provide opportunities for these individuals to support themselves or contribute to society, the company regularly contributes to the fund for promoting and developing the quality of life for people with disabilities every year (Disability Quality of Life Promotion and Development Act B.E. 2550 and its Amendment No. 2 B.E. 2556).



### Employee statistics

As of December 31, 2025, the company has a total of 127 employees, with a total of 194 employees throughout the year.

#### Breakdown by age:

- Under 30 years: 31.44%
- Aged 31–50 years: 61.86%
- Over 50 years: 6.70%

#### Breakdown by position:

- Operational level: 84.54%
- Management level: 13.40%
- Senior executive level: 2.06%

#### Average turnover rate per month (2023–2025):

- 2023: 4.67% (Male: 1.77%, Female: 2.90%)
- 2024: 3.60% (Male: 1.50%, Female: 2.10%)
- 2025: 3.56% (Male: 1.48%, Female: 2.00%)



## HUMAN RIGHTS

The Company conducts its business with a strong commitment to Environment, Social, and Governance (ESG) principles, integrating them into its operations, particularly in the area of human rights protection. The Company promotes and supports respect for human rights within the organization and prevents any form of human rights violations against employees or stakeholders. It places importance on human resource management based on fairness and equality, ensuring that no violations occur against employees or related stakeholders under its Corporate Social Responsibility Policy.

(Related documents: PC-CWG-002 Corporate Social Responsibility Policy, PC-CWG-028 Human Rights Policy)

- 4.1) Employee Relations Activities** The Company provides welfare and activities aimed at fostering positive relationships and unity among employees. These include team-building activities and engagement initiatives that promote positive interaction, collaborative problem-solving, and constructive attitudes toward work to achieve common goals. Examples include the annual company party, team-building programs, and sports competitions.
- 4.2) Bias-Free Recruitment Practices** The Company implements recruitment practices free from bias regarding educational institutions, gender identity, political views, or other personal beliefs. The organization upholds the value that when all members work together without bias and with a strong sense of social equality, it enhances efficiency, smooth collaboration, and happiness in the workplace.
- 4.3) Respect for Freedom of Expression** The Company respects equality of expression and has established concrete mechanisms such as the “Khun Fong Boon Fung” and “Boon...Ror...Fung” programs. These initiatives allow employees to communicate directly with executives without having to go through supervisors or departments, ensuring confidentiality beyond normal grievance procedures. Employees may file complaints anonymously, report misconduct by supervisors, provide information that may harm the organization, disclose corruption-related information, or report violations or unfair treatment.

(Related documents: Khun Fong Boon Fung Program and Boon...Ror...Fung Program)

### Communication Channels

The Company communicates its human rights commitments through its corporate website at [www.chewathai.com](http://www.chewathai.com), ensuring that business partners and stakeholders are informed of the Company’s intentions and commitments regarding human rights, as well as communicating such information to employees internally.

### Human Rights Due Diligence Process

- 1. Scope Definition** The Company defines a clear scope for its Human Rights Due Diligence (HRDD) process, covering key human rights issues such as labor rights, community rights, supply chain practices, security, environmental impacts, and consumer rights. The process ensures that human rights considerations comprehensively cover all relevant stakeholders.
- 2. Identification of Human Rights Risks** The Company identifies potential human rights risks that may arise throughout its value chain. Human rights considerations are also incorporated into merger and acquisition activities, business acquisitions, and joint ventures. The Company systematically reviews and updates its risk assessment and emerging risk trends on a regular basis.

3. **Human Rights Risk Assessment** The Company conducts human rights risk assessments by evaluating the severity of potential impacts and the likelihood of occurrence. The severity of impacts is classified into three levels: low, medium, and high.
4. **Mitigation Measures** The Company analyzes identified risks and establishes existing and additional control and mitigation measures to reduce the likelihood and severity of potential impacts. These measures aim to minimize adverse human rights impacts that may affect stakeholders.
5. **Monitoring and Review** The Company implements mechanisms to address and remediate human rights impacts where they occur. It regularly evaluates its human rights policies and practices and reports the assessment results to the Board of Directors.
6. **Remedy and Grievance Mechanism** In cases where human rights impacts arise from business operations, the Company strictly adheres to the United Nations Guiding Principles on Business and Human Rights (UNGP). It cooperates in fair and transparent processes and provides remediation measures, including financial and non-financial assistance, to mitigate impacts on affected parties.

Stakeholders	Risk	Preventive and Mitigation Measures	Remedial Measures for Impacts
Employees and Workers	<ul style="list-style-type: none"> <li>• Employment conditions</li> <li>• Employee health, occupational health, and safety</li> <li>• Discrimination against employees</li> <li>• Fair and equitable remuneration</li> <li>• Privacy and personal data protection</li> </ul>	<ul style="list-style-type: none"> <li>• Employment conditions and work regulations are established in compliance with applicable laws, and employees are provided with welfare benefits and social security protections such as Social Security, the Workmen's Compensation Fund, and the Provident Fund</li> <li>• All employees are treated equally in accordance with human rights principles, without discrimination</li> <li>• Remuneration is determined fairly and equitably based on performance</li> <li>• The Company places importance on employee health, occupational health, and safety. Annual health check-ups are provided, health insurance coverage is arranged for employees, and appropriate safety equipment is supplied to ensure safe working conditions.</li> <li>• A Welfare Committee is established to provide input on employee welfare programs and activities.</li> <li>• Policies, guidelines, and procedures are established for the management and protection of employees' personal data.</li> <li>• Channels are provided for employees to submit complaints or raise concerns.</li> <li>• Orientation training is conducted on the first day of employment to provide employees with knowledge of company regulations, rules, and policies.</li> <li>• Supervisors receive training on labor rights to prevent rights violations in workplace management.</li> <li>• The Company has established a grievance handling process and multiple whistleblowing channels, such as through the website, email, or complaint boxes.</li> <li>• Strict measures are in place to protect and maintain the confidentiality of whistleblowers to prevent retaliation</li> </ul>	<ul style="list-style-type: none"> <li>• An investigation of facts is conducted by a committee appointed by the Company in accordance with the Whistleblowing and Misconduct Reporting Policy and related procedures.</li> <li>• If a violation is confirmed, the Company will implement appropriate remedial actions, such as:               <ul style="list-style-type: none"> <li>• Taking disciplinary action against the offender, along with reviewing and improving policies, criteria, and work procedures, and establishing preventive measures to avoid recurrence.</li> <li>• Providing additional compensation if an employee has lost opportunities or suffered damage due to unfair treatment, with continuous follow-up to assess the effectiveness of the remedial measures.</li> <li>• Improving the working environment and occupational safety conditions where necessary.</li> </ul> </li> </ul>

Stakeholders	Risk	Preventive and Mitigation Measures	Remedial Measures for Impacts
Suppliers and Contractors	<ul style="list-style-type: none"> <li>Discrimination against suppliers and contractors</li> <li>Use of forced labor, child labor, and human trafficking</li> <li>Health, occupational health, and safety of contractors</li> </ul>	<ul style="list-style-type: none"> <li>A Human Rights Policy applicable to suppliers and contractors has been established.</li> <li>Suppliers and contractors are selected in a fair, transparent, auditable, and non-discriminatory manner. A Vendor Sustainability Assessment Survey (VAS) is used to evaluate both new and existing suppliers.</li> <li>Employees are provided with training and awareness on human rights to ensure non-discriminatory practices toward all stakeholder groups.</li> <li>Suppliers and contractors are informed of the Company's policy prohibiting forced labor, child labor, and human trafficking.</li> <li>Construction projects are managed in compliance with legally required safety standards.</li> <li>The Company has established a grievance handling process and whistleblowing channels, along with strict measures to protect and maintain the confidentiality of complainants. Complaint channels are available to all stakeholder groups.</li> </ul>	<ul style="list-style-type: none"> <li>Dispute resolution through mediation mechanisms and mutual negotiation without resorting to legal proceedings.</li> <li>Compensation for business-related damages, such as delay penalties or losses resulting from unfair orders or contract termination.</li> <li>In cases where labor rights violations by contractors are identified, such as the use of illegal labor, the Company will cooperate with relevant government authorities and provide guidance and support to ensure that employment practices are corrected in compliance with the law.</li> <li>Strict improvement of workplace environment and occupational health and safety standards.</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Discrimination against customers and consumers</li> <li>Privacy and personal data protection</li> </ul>	<ul style="list-style-type: none"> <li>A Human Rights Policy applicable to customers has been established</li> <li>Employees are provided with training and awareness on human rights to ensure non-discriminatory treatment of all stakeholder groups.</li> <li>Policies, guidelines, and procedures have been established and communicated regarding privacy rights and the management of customers' personal data, along with employee training on these matters.</li> <li>The Company has established a grievance handling process and whistleblowing channels, including strict measures to protect and maintain the confidentiality of complainants. Complaint channels are available for customers, and clear procedures are in place to manage complaints to ensure the highest level of customer satisfaction.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating corporate responsibility by issuing a formal apology and clearly communicating corrective actions.</li> <li>Providing compensation in cases where violations occur and result in impacts.</li> <li>Offering additional support or assistance to help remedy the impacts that have occurred.</li> <li>Monitoring customer satisfaction after remedial actions are implemented and using customer complaint data to improve service processes.</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>Relocation and land acquisition</li> <li>Impacts from construction projects, such as construction waste, noise, vibration, and pollution</li> </ul>	<ul style="list-style-type: none"> <li>Construction projects are required to comply with all applicable laws, regulations, rules, and relevant requirements.</li> <li>A committee is established to consider land acquisition, with fair and transparent evaluation criteria.</li> <li>Environmental, health, and community impact assessments are conducted, and the results are reported on an ongoing basis.</li> <li>Construction sites are managed in accordance with legally required safety standards.</li> <li>Processes and communication channels are provided to gather feedback, allowing surrounding communities to express opinions and raise concerns regarding potential impacts from construction projects.</li> <li>The Company has established a grievance handling process and whistleblowing channels, along with measures to protect and maintain the confidentiality of complainants.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating corporate responsibility by issuing a formal apology and clearly communicating corrective actions.</li> <li>Implementing impact mitigation and remediation measures for affected communities in accordance with Environmental Impact Assessment (EIA) prevention and mitigation measures, such as: <ul style="list-style-type: none"> <li>Compensation for damages or loss of opportunity.</li> <li>Construction or improvement of public utilities in cases where the project directly causes impacts.</li> <li>Establishment of a remediation or community development fund for long-term impacts.</li> </ul> </li> </ul>

Stakeholders	Risk	Preventive and Mitigation Measures	Remedial Measures for Impacts
Persons with Disabilities	<ul style="list-style-type: none"> <li>• Access to services (Accessibility)</li> <li>• Social inclusion and participation</li> </ul>	<ul style="list-style-type: none"> <li>• Residential projects are designed to ensure accessibility for persons with disabilities and include facilities as required by law, such as accessible pathways and entry—exit points.</li> <li>• The Company contributes financial support to the Fund for the Empowerment of Persons with Disabilities in accordance with legal requirements.</li> <li>• The Company has established a grievance handling process and whistleblowing channels, along with measures to protect and maintain the confidentiality of complainants.</li> </ul>	<ul style="list-style-type: none"> <li>• Improving and upgrading physical accessibility facilities.</li> <li>• Providing diverse and appropriate participation channels to accommodate persons with disabilities across all groups.</li> </ul>

**Labor and Human Rights Operations Result**

Operational Goals	Operations Results 2025
Employees must undergo human rights training through the online system, with at least 90% completion by the year 2025.	All employees completed the training, with a 100% completion rate and successful examination results.
<p>Communicate through various channels to all stakeholders:</p> <ul style="list-style-type: none"> <li>• Employees: 100% completion</li> <li>• Business partners or stakeholders: Through the Chewathai website</li> </ul>	<ul style="list-style-type: none"> <li>• Employees: 100% coverage</li> <li>• Business partners and other stakeholders: Communicated via the Chewathai website</li> </ul>
There have been no cases of labor rights violations or forced labor in the business.	0 cases.
There have been no complaints regarding human rights violations or harassment.	There are no complaints.
Develop a comprehensive human rights due diligence process (HRDD) covering all stakeholders throughout the value chain every year.	Conducted annually

The Company promotes and supports gender equality and diversity and encourages employees to participate in charitable activities in collaboration with charitable organizations, foundations, or non-profit organizations. This is to foster social responsibility and create shared value between the organization and society.

1. The Company supports gender diversity and marriage equality through comprehensive and concrete policies. This includes expressing support for the marriage equality policy and enhancing well-being benefits to ensure equal rights for spouses of all genders. For example, family leave entitlements and health benefits are extended to cover same-sex spouses. CHEWA is committed to creating an inclusive work environment that supports equality and enables everyone to grow together with pride.
2. The Company is committed to being an active contributor to society through assistance and support programs for those affected by crises. Employees collectively donated funds, food, and essential supplies to support victims of major flooding in nine provinces in Southern Thailand.



## EMPLOYEE MANAGEMENT AND DEVELOPMENT OF POTENTIAL

(Disclosure GRI 3-3)

### Employee Assessment

The company requires performance evaluations at all levels based on the Performance Management System (PMS) using a mixed model approach. This includes Key Performance Indicators (KPIs), which are numerical measures that clearly show the outcomes of assigned tasks, and competencies, which assess the behavioral performance demonstrated by employees during the evaluation year.

Supervisors and employees in the organization review the details of the evaluation criteria annually to ensure alignment with the company's business plan. Each employee is assigned individual Key Performance Indicators (Individual KPIs) and expected individual competencies (Expected Individual Competency). The information gathered from these assessments is used in key human resource management decisions, such as bonus considerations, promotions, salary adjustments, and employee development. This process aims to boost employee morale and ensure employees are prepared to effectively step into managerial roles.

### Employee Development

(Disclosure GRI 404-2 , GRI404-3)

#### Training & Development in Year 2025:

- 100% of new employees received training.
- The company provided training courses for 194 employees, totaling 1,500 hours, with an average of 10.76 hours per employee per year.
- Training goal: 8.00 hours per employee per year: Actual Performance for 2025: 10.76 hours per employee per year
- The company organized a training session for employees on ISO 14001 Environmental Management Standards to emphasize the importance of international environmental standards. The training also covered the company's environmental policies, regulations, and key operational guidelines, including energy and resource conservation policies. The training was conducted via electronic media on December 23, 2025, with a total of 45 participants.



The company recognizes the importance of employee capabilities and sets guidelines for development in each job position. This ensures that supervisors can oversee employee training according to the plan set for each year, which can be categorized as follows:

- **Training During Probation Period:** Apart from the New Employee Orientation, supervisors and HR will set up training based on the job requirements for each role. New employees will have a mentor to provide advice and support. After the probation period, supervisors or mentors can request additional training as needed to match the employee's career growth.
- **Individual Development Plan (IDP):** An IDP helps employees assess their strengths, weaknesses, and skills to improve. Clear goals are set to match the company's direction, and activities like training, practical work, or expert advice are planned for growth. The plan is regularly reviewed with support from supervisors and can be adjusted to ensure effective development and career progress.
- **Employee Development by Career Path:** To ensure unlimited development, relevant to the situation and changes. The company offers specialized training based on career paths, such as:
  - **Sales and Marketing:** Negotiation skills, Digital Sales Techniques, knowledge of loans, etc.
  - **Engineering:** Project Management, how to apply technology in construction, etc.
  - **Management:** Leadership Development, Strategic Management, etc.

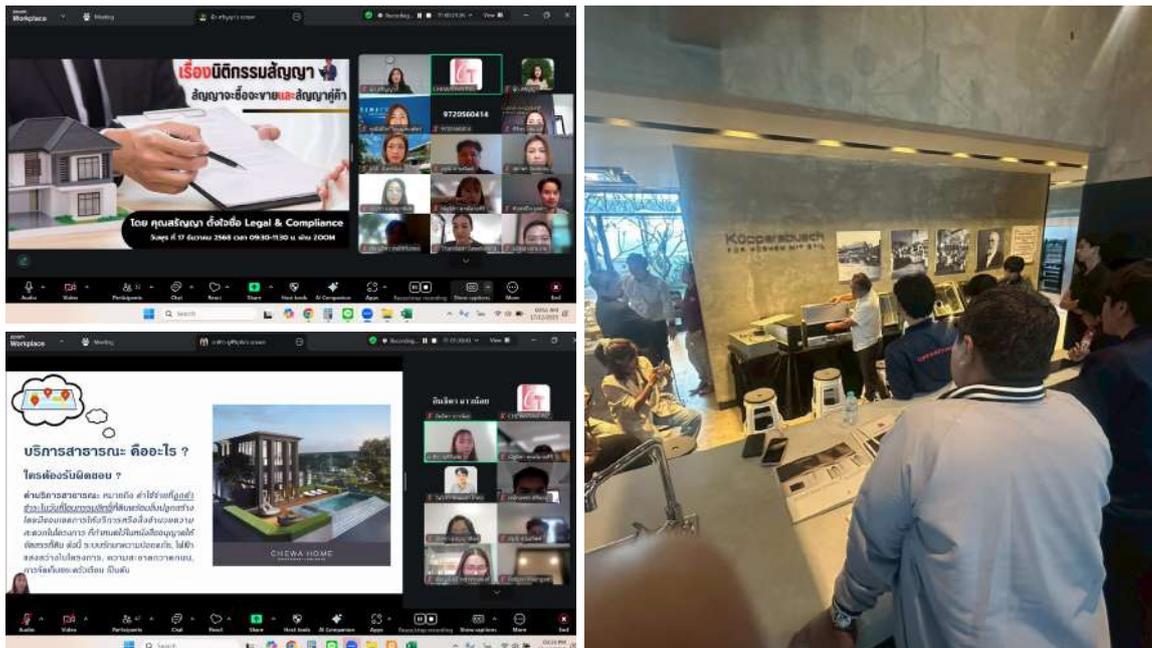
This allows employees to develop skills specific to their roles.

## Forms of Employee Development

- **Classroom Training:** Learning conducted in a physical classroom with an instructor or expert sharing knowledge. It focuses on interactive teaching methods.



- **Online Learning:** Learning through the internet, allowing access to content anytime and anywhere. It can include online videos, eLearning lessons, or webinars on various platforms.
- **Virtual Learning:** Learning in a digital environment that simulates interactive teaching, without being physically present. This can involve using programs or online platforms that engage learners in interactive activities.



**Exclusive Seminar: #WorkingLife Made Easy** The special seminar “Preparing Undergraduates for Working Life: Perspective of a CEO” was designed to help students transition confidently into the workforce. The event featured a keynote session by Mr. Boon Choon Kiatt, CFA, CPA, Managing Director of Chewathai Public Company Limited, alongside Mr. Phubet Samranroengjit, Assistant Relationship Management Director, as the moderator.

This seminar provided valuable insights for third- and fourth-year university students, particularly those currently undergoing internships or preparing for their future careers. The interactive session emphasized knowledge sharing, equipping young professionals with essential skills and perspectives to succeed in the corporate world.

Beyond personal development, the initiative reinforced the company’s positive image in terms of social responsibility, supporting opportunities for the younger generation to secure future employment.

### Seminar Coverage in 2025

The seminar was conducted across seven universities:

- King Mongkut’s University of Technology North Bangkok
- Rajamangala University of Technology Rattanakosin (RMUTR)
- Southeast Asia University (SAU)
- Siam University
- Dhurakij Pundit University
- Ramkhamhaeng University
- The University of the Thai Chamber of Commerce
- Rajamangala University of Technology Krungthep
- hammasat University, Rangsit Campus
- Mahidol University, Salaya Campus

This initiative reflects Chewathai’s commitment to supporting young talent and preparing them for real-world career challenges.





## LABOR MANAGEMENT

### GUIDELINES ON COMPENSATION, BENEFITS, AND PROVIDENT FUND

(GRI 2-19 , GRI 2-20)

the company paid a total of 55,876,118 baht in compensation to employees

- Male: 24,105,173 baht, (43%)
- Female: 31,770,945 baht (57%)

#### Compensation and Benefits for Employee Welfare:

The company has a policy for determining compensation based on principles and guidelines such as fairness, appropriateness to duties and responsibilities, employee capabilities according to assigned tasks, market wage rates, and relevant legal regulations. Employee performance evaluations are done individually, measured by Key Performance Indicators (KPIs) and competency development. Additionally, the company considers the annual inflation rate in its compensation decisions.

The company continuously follows wage survey updates in the real estate and construction sectors to stay aligned with changes in social and economic conditions. These efforts serve as motivation and encouragement, helping employees feel satisfied and happy while performing their duties within the organization.

#### EMPLOYEE BENEFITS AND OTHER ENTITLEMENTS:

(GRI 2-19 , GRI 2-20)

The company provides benefits to employees that meet or exceed legal requirements, tailored to the economic and social conditions to ensure employees receive benefits that motivate and support their work performance. These benefits include: social security fund, compensation fund, provident fund, , Employee Joint Investment Program (EJIP), annual health check-ups, life and accident insurance, health insurance, uniforms, company car (for Executive Vice President and Managing Directors), funeral assistance, assistance in case of employee death, attendance bonuses, annual bonuses (based on company performance), special discounts for employees purchasing homes or condos in the company's projects, emergency loans, and scholarships. These are designed to ensure a secure, healthy, and prosperous life for employees.

The company supports and encourages employees to save for their future when they leave the company or retire. This includes the provident fund, Employee Joint Investment Program (EJIP), and reserving benefits for employees upon their retirement from the company.

- **Provident Fund** The company established the provident fund in 2011 in accordance with the Provident Fund Act B.E. 2530. The objective is to encourage savings and provide security for employees, along with tax benefits that can be used for personal income tax deductions according to the criteria set by the Revenue Department. The fund consists of contributions deducted from employees' wages for savings and additional contributions from the company at a rate of 5% of the accumulated funds and 5% of the wages. After 5 years of membership, employees can choose to contribute an additional 7% of their salary to the provident fund.

As of December 31, 2025, the total number of employees is 127, with 197 employees voluntarily enrolled in the provident fund, representing 76.38%.

- **Employee Joint Investment Program (EJIP)** This is a benefit provided by the company to employees with the objective of retaining executives and employees for the long term, encouraging employees to think and act as if they were co-owners of the company, and fostering a savings discipline for employees. When employees leave or retire, they can access the funds. The company will deduct 5% of the employee's base salary for those interested in joining the program, and the company will match this contribution at the same rate. The accumulated savings and contributions will be invested in purchasing the company's common stock (Chewa) based on the risk level acceptable to the member. Employees can continue to accumulate shares throughout the program's specified duration and the program's rules and regulation.

**As of December 31, 2025, the company had a total of 127 employees, with 34 employees voluntarily enrolled in the Employee Joint Investment Program (EJIP), representing 27%.**

- **Employee Benefit Reserves** For the years 2023-2025, The value of benefits for employees received after retirement according to accounting records, as provided by Actuarial Business Solutions Co., Ltd., is detailed as follows:

<b>Employee Benefit Reserves UNIT (Baht)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Employee benefit reserves are calculated based on the employee's age and years of service.	16,243,083 16 Years	20,247,154.29 15 Years	20,223,448.70 14 Years



## EMPLOYEE ENGAGEMENT

The company recognizes the importance of building employee engagement and developing job satisfaction. This process helps the organization deeply understand employees' feelings and needs toward the company. It reflects their satisfaction, commitment, and motivation levels. The information gathered can be used to improve policies and the work environment, promoting employee happiness, and ensuring they are ready to grow with the organization. Retaining valuable talent and enhancing work efficiency are key objectives. When employees have strong engagement, the organization can drive business growth and achieve long-term success.

Therefore, the company conducts an **employee engagement survey at least once every two years**.

The survey covers six key areas:

1. Work environment
2. Management of work processes and employee performance
3. Employee commitment
4. Employee development
5. Building a sustainable organization
6. Leadership, governance, and corporate social responsibility

**In addition**, the company conducts a “Colleague Satisfaction Survey” to measure how employees feel about their interactions with colleagues across departments. The purpose is for each department to use the survey results to improve work processes in various aspects, such as the speed of service, the efficiency of answering inquiries, non-discriminatory service, and the availability of information, documents, websites, or forms that facilitate better service to fellow employees. This helps enhance collaboration and overall effectiveness within the organization.

**In 2024, the organization’s employee engagement survey score was 79.98%, and the colleague satisfaction survey score was 78.61%.** These survey results provide valuable insights into the true needs and concerns of employees, allowing the organization to plan and make informed decisions to enhance the work environment and build employee trust by showing that **“their voices are genuinely being heard and used effectively.”** As a result, the management team shared the survey results with the executives for analysis and to improve internal processes. They also designed relevant activities to maintain strong relationships with employees and ensure continued engagement with the organization.

**(Note: In 2025, there were no labor disputes.)**

- Employee engagement score target of 80% by 2026
- The 2024 organizational engagement survey result is 79.98%.

## The highlighted activities that Chewathai uses to foster employee engagement and satisfaction:

- **Chewa Work from Anywhere:** Allows employees to work from a location close to home, reducing travel costs and stress from traffic.
- **Chewa Work from Home:** In some positions and situations, employees can request approval to work from home when necessary.
- **Parental Leave for Male Employees:** Male employees are entitled to paid leave to take care of their wives during childbirth, promoting family values.
- **Employee Service System:** The company continually improves its internal systems to make work processes more efficient and convenient for employees.
- **Chewa Market:** Encourages employees to share and help each other through the buying and selling of goods in the “Chewa Market.”
- **Group Bonding Activities:** The company organizes various team-building events like Chewa Outing, Go for Goal (bike-riding), Chewathai Sport Day, and Chewathai New Year Party to foster positive relationships among employees, these activities will be organized based on necessity and suitability each year.
- **Annual “Jak Jai Boon” Meeting:** A meeting held once a year for employees to engage with senior management, learn about business strategies, and ask questions freely, which strengthens communication within the company.
- **Operation Meeting:** Monthly meetings where all employees, especially operational staff, can join and provide feedback on company operations and management.
- **Work Process Improvement:** Continuously adjusting the way work is done to enhance productivity and efficiency.
- **Annual Buddhist Merit-Making Ceremony:** A yearly tradition of making merit by offering food to monks to mark the company’s anniversary.
- **Employee Road Show by HR & Team:** Twice a year, the HR team visits various projects to engage with employees, provide organizational updates, and boost morale.





## OCCUPATIONAL HEALTH , SAFETY AND WORK ENVIRONMENT

(Disclosure GRI 3-3 , GRI 403-1 , GRI403-7 , GRI 413-2)

The company recognizes the importance of safety, occupational health, and the work environment. It actively promotes employee awareness and implements measures to ensure safety and accident-free workplace, protecting employees from work-related illnesses.

### Occupational Health and Work Environment

- The company provides annual health check-ups for employees at reputable hospitals specified by the company.
- Employees receive health insurance and accident insurance cards, allowing them to receive medical treatment at designated hospitals within the project network, with medical coverage based on their employee level.
- The workplace is equipped with sufficient and appropriate lighting, using suitable types of light bulbs for employees' working conditions.
- Regular pest control is conducted monthly at the office to maintain hygiene and cleanliness in employee work areas.
- In the case of severe disease outbreaks, the company implements preventive measures in line with announcements and guidelines from the Department of Disease Control. For example, during the COVID-19 outbreak, measures included disinfecting workplaces and project sites, requiring visitor registration for customers and partners, and reducing crowding in workspaces or meeting rooms.
- Hand sanitizers are provided for employees at the head office and sales offices of each project.

Additionally, to Ensure Safety for Employees, Construction Workers, and Partners at Construction Sites, the Company Implements the Following Measures:

- Organizing Safety Talk activities to provide safety awareness before starting work.
- Conducting daily machinery inspections before operation.
- Installing safety guardrails to enclose hazardous and high-risk areas.
- Performing worksite cleaning after working hours.
- Spraying water mist to reduce dust on construction sites.
- Designating temporary smoking areas to prevent smoking during work hours.
- Installing a 6-meter-high metal sheet fence around the construction site with continuous maintenance.
- Placing project signs and safety signs in appropriate locations.
- Ensuring the work area has adequate lighting.
- Requiring the use of safety helmets, closed-toe shoes, proper fitted clothing, and uniforms for all workers.



## FIRE SAFETY AND PREVENTION MEASURES

(Disclosure GRI 403-2 , GRI403-5 , GRI403-6)

1. The company uses a fingerprint scanning system to control office entry and exit, allowing access only to authorized personnel.
2. The Company has established an Occupational Safety, Health, and Working Environment Committee within the organization and further strengthened workplace safety measures by deploying 24-hour security staff and installing closed-circuit television (CCTV) systems for continuous visual and audio monitoring.
3. Regular assessments of workplace lighting are conducted, with plans to improve brightness and replace fluorescent lights with LED lights.
4. All employees are required to maintain cleanliness and organization in their respective work areas.
5. Supervisors at all levels must lead by example, guiding, training, and motivating employees to work safely.
6. A comprehensive fire prevention and suppression plan is in place.
7. Sufficient fire alarm systems are installed to cover all work areas appropriately.
8. Clearly marked emergency exit signs and fire escape route signs are provided.
9. Fire escape routes are designed for easy and quick evacuation.
10. Fire extinguishing systems and portable fire extinguishers are installed in accessible, unobstructed areas and are regularly checked to ensure proper pressure and readiness.
11. The company prioritizes safety by sending representatives to participate in fire drill training organized annually by the office building management.
12. Annual fire drills and emergency training are conducted to ensure maximum safety during fire emergencies (Fire Emergency Model).
13. Etc.

## Employee and Partner Safety and Occupational Health Management

In 2025, the Company relocated its workplace from a leased office building to an office building within one of the Company's own projects. The former sales office was renovated and converted into the Company's headquarters. This relocation and renovation were carried out under occupational health and safety control measures to ensure that the working environment is appropriate and safe for daily operations.

- 1. Workplace Lighting** The Company assessed that the existing lighting system was not suitable for use as a permanent office. Accordingly, the Company conducted measurements of illumination levels (lux) and improved the lighting system by replacing existing fixtures with LED lighting. The positions and illumination levels of the lighting were adjusted to suit work activities, in order to reduce potential impacts on employees' visual health.
- 2. Flooring Materials** The Company assessed risks associated with certain flooring materials that were not suitable for daily use. The flooring was therefore replaced with more durable materials that are appropriate for actual work activities and help reduce the risk of work-related accidents.
- 3. Sanitary Ware and Building Equipment** The Company inspected and assessed the suitability of sanitary ware and building equipment used in the workplace. Appropriate items were selected and adapted for actual use in accordance with hygiene and employee safety principles.
- 4. Access to Work Areas** The Company identified risks related to access to certain areas of the building, particularly high-ceiling areas. Plans were implemented to provide supporting equipment and access solutions to ensure safe operations and maintenance activities.
- 5. Building Maintenance** The Company assessed occupational health risks arising from the accumulation of dirt and debris in elevated areas of the building. Continuous building maintenance and cleaning measures were established to reduce potential long-term health impacts on employees.

The Company conducts occupational health risk assessments and implements control measures in a systematic manner, in line with GRI 403-2 and GRI 403-7, to support a safe and appropriate working environment for employees.

### Summary of accident statistics, work stoppage rates, or work-related illness rates for the year 2025:

(Disclosure GRI 403-2 , GRI403-7 , GRI403-8 , GRI403-9 , GRI403-10)

Performance Results	Target	2025			
		Employee		Construction Contractor	
		Number of occurrences	Incident Rate (%)	Number of occurrences	Incident Rate (%)
Work-related injuries	0	0	0	0	0
Work-related diseases	0	0	0	0	0
Work-related injury resulting in work stoppage	0	0	0	0	0
Work-related fatalities	0	1	3.79	0	0

The Company recognizes the importance and necessity of ensuring occupational health and safety alongside its business operations, with the objective of providing a safe working environment free from work-related accidents and occupational illnesses for all employees.

To support this commitment, the Company has appointed a Safety Officer at the Technical Advanced Level to work with the organization. The role of the Safety Officer includes planning, implementing preventive measures, and continuously enhancing occupational health and safety practices within the Company. In addition, the Company has installed emergency response and mitigation equipment, such as Automated External Defibrillators (AEDs), and has conducted fire evacuation drills as well as occupational safety training programs for employees.

In 2025, the Company recorded one minor work-related accident that resulted in a temporary work stoppage. In this case, the Company promptly provided support to the affected employee by submitting the required documentation for compensation under the Social Security Workmen's Compensation Fund.



## COMMUNITY ENGAGEMENT FOR SUSTAINABLE DEVELOPMENT

The company recognizes the challenges faced by various communities and has developed strategies to create long-term economic and environmental value for sustainable community development. This includes collaborating with government agencies and implementing various initiatives to support and enhance the quality of life in different communities.

### Corporate Social Responsibility (CSR) Strategy to Address Identified Concerns

The company has established a strategic approach to social responsibility activities aimed at mitigating concerns identified through surveys.

### Pre-Construction Phase: Supporting Community Engagement in Nearby Areas

- Supporting community activities during significant events and celebrations.
- Engaging with nearby communities through initiatives such as renovating and repairing schools.
- Conducting mosquito control spraying in surrounding areas to promote public health.

### Coordination with the Drainage Department

- the Ratchada-Ramintra Road connection.
- Coordinating with the Metropolitan Waterworks Authority to inspect the readiness of fire hydrants for nearby communities.
- Coordinating with Bueng Kum District Office to trim roadside trees near the project and surrounding communities.
- Coordinating with the Fire Department to inspect the readiness of fire extinguishers for nearby communities.

### Community Engagement Approach

Preparing the community by providing public information about the project details and guidelines. Emphasizing clear and accessible communication methods, such as project information boards and brochures, to ensure the community receives comprehensive and sufficient information for expressing their opinions.

## Local Community Employment Support Program

### 1. Rationale and Background

Chewathai Public Company Limited recognizes the importance of conducting business alongside sustainable community development, particularly in areas surrounding its project sites. The Company supports the employment of residents living near its projects in housekeeping positions assigned to each project. This initiative serves as a practical approach to generating household income within the community, reducing unemployment, and strengthening positive relationships between the Company and the surrounding communities. The project aligns with the Company's Corporate Social Responsibility (CSR) commitments and ESG principles, particularly the social dimension, which focuses on improving the quality of life for local residents.

### 2. Project Objectives

- 2.1 To create employment opportunities for residents in areas surrounding the project sites.
- 2.2 To enhance household income and improve the quality of life within the community.
- 2.3 To foster positive relationships and collaboration between the Company and local communities.
- 2.4 To reduce commuting distances for employees from remote areas and lower indirect greenhouse gas emissions (Indirect Emissions).

### 3. Implementation Approach



The Company has established clear operational guidelines as follows.

3.1 Prioritize employment opportunities for residents living in areas surrounding the project sites.

3.2 Provide compensation and benefits in compliance with labor law standards.

3.3 Conduct ongoing performance evaluations and continuous skills development.

#### 4. Operational Results for 2025

Out of a total of 17 housekeeping staff across 14 projects, 100% are residents living within a 20-kilometer radius of the project sites. The employee retention rate stands at 90%, with only one staff member resigning during the year.

#### 5. Positive Social and Environmental Impacts

##### Social Impacts

- Generate income and enhance economic stability for local households.
- Strengthen positive relationships between the Company and surrounding communities.
- Reduce unemployment rates in areas around the project sites.

##### Environmental Impacts (Indirect Impact)

- Reduce commuting distances for employees traveling from remote areas.
- Lower indirect greenhouse gas emissions. (Scope 3 Emissions)

#### 6. Positive Impacts on Stakeholders

##### For the Community

- Generate income circulation within the local economy.
- Enhance a sense of participation and ownership of the area.

##### For Homeowners / Residents

- Receive services from personnel who understand the local context.
- Foster a friendly and safe atmosphere within the project.

##### For the Organization

- Strengthen the Company's image as a socially responsible organization.
- Build trust and long-term relationships with the community.

#### 7. Integration with ESG Strategy

This initiative aligns with the Company's ESG strategy, particularly in the Social dimension, by focusing on

- Creating shared value between the organization and the community.
- Reducing economic inequality in areas surrounding the project sites.
- Enhancing the quality of life of stakeholders.
- Supporting local employment opportunities.

In addition, employing local residents helps reduce employees' commuting distances, thereby contributing to a reduction in indirect greenhouse gas emissions (Scope 3 Emissions), in alignment with the Company's environmental objectives.

#### 8. Long-Term Goals

The Company aims to continuously increase the proportion of local employment while enhancing professional skills and creating career advancement opportunities. This initiative is intended to serve as a key mechanism for community development alongside the Company's sustainable growth.

## 9. Expected Outcomes

- Increased stable income for local residents.
- A stronger sense of participation and ownership of the project within the community.
- Enhanced cooperation and trust from the community toward the Company.
- Reduced employee turnover and improved continuity of operations.

The Company implements a local employment initiative by hiring residents from communities surrounding its project sites for housekeeping positions under the concept of “Growing Together with the Community.” This initiative aims to create shared value in alignment with the ESG Social framework. The project focuses on generating employment opportunities, supporting household income, and reducing economic inequality within the community. The Company establishes clear working standards, provides skills development training, and ensures strict compliance with labor laws. Local hiring strengthens relationships with the community, enhances resident satisfaction, and reinforces the Company’s image as a socially responsible organization. It also helps reduce commuting distances and supports the Company’s long-term environmental objectives.

## Sustainable Community Support Project Other

1. Chewathai Public Company Limited has continuously supported Ban Pa Lao School for the ninth consecutive year. The support covers the employment of teachers for core subjects, the promotion of local culture through community sages, as well as financial assistance for education, sports, and school facility development in collaboration with business partners. In 2025, the company delivered a set of student desks made from recycled cardboard boxes donated by Chewathai residents across all projects, under a collaboration with SCGP. This initiative reflects efficient resource utilization alongside the creation of sustainable educational opportunities. This year, Chewathai remains committed to continuing this mission to help develop remote communities on an ongoing basis.



2. Chewathai Public Company Limited, together with its business partners, organized a relief activity to deliver drinking water and essential supplies to flood-affected communities in southern Thailand. Chewathai employees worked hand in hand to transport and promptly deliver the donations to designated collection points, reflecting the power of collaboration and the company’s commitment to standing alongside communities in times of crisis.





## ECONOMIC AND CORPORATE GOVERNANCE POLICY AND PRACTICES

**Good Corporate Governance** serves as a fundamental principle based on integrity and fairness. It is reinforced by the company's business ethics, which act as a tool to establish an ethical corporate culture. The company implements corporate governance policies and business ethics in a tangible manner as follows:

1. The company conducts its business in compliance with all applicable laws and regulations. Business operations are carried out with transparency and reliability, adhering to good corporate governance principles. The company considers the interests of shareholders, employees, partners, communities, society, business counterparts, the media, customers, the general public, and all stakeholders.
2. The company supports free and fair business practices, avoids conflicts of interest, and respects intellectual property rights. Furthermore, the company strictly opposes all forms of corruption and promotes social responsibility in its transactions and services.

### Innovation and Technology in Operations

The company integrates innovation into its operations to modernize existing systems, enhance efficiency, save time and labor, and ensure accurate and precise data processing. The key technological systems implemented include:

- **CHEWA CONNECT** – A software platform for sales, marketing, and customer relations, supporting real estate sales operations and customer management.
- **CHEWA PROCUREMENT** – A procurement system for real estate purchasing and budget management processes.
- **CHEWA SHARE** – A centralized data storage and sharing platform for internal company use.
- **CHEWA HUMAN OS** – A human resource system for attendance tracking, leave approval, and overtime approval.
- **Meeting Room System** – A booking system for scheduling and managing meeting rooms.

### Innovation and Technology for Residential Living

The company integrates **innovation and technology** into residential living to enhance convenience for customers, allowing them to control their homes remotely via mobile devices. These innovations also contribute to **energy efficiency**, reducing electricity and water consumption while enhancing security, modernity, and ease of use.

#### Home Automation System

1. **Smart Lighting System** – Automatically turns lights on/off via mobile control or motion sensors.
2. **Smart Security System** – Digital door lock (Smart Lock) with access via password, fingerprint, or mobile device.
3. **Smart Climate & Energy Management** – Energy-efficient appliances that optimize electricity usage.
4. **Smart Appliance Control** – Remote control of household electrical appliances through a mobile app.

#### EV Charger

The company actively supports the adoption of **electric vehicles (EVs)** by installing **EV charging stations** in high-rise projects. Additionally, all units in the **Chewarom NewRatchaphruek** project will be equipped with EV chargers, helping to address **traffic congestion** and **air pollution** concerns.



**INNOVATION AND TECHNOLOGY IN OPERATIONS :**

The company integrates innovation into its operations to modernize existing systems, enhance efficiency, save time and labor, and ensure accurate and precise data processing. The key technological systems implemented include



**CHEWA CONNECT :**

It is a program for sales and marketing and customer relations and the system for sales of real estate and customer management.



**CHEWA PROCUREMENT :**

It is a program for purchasing department that supports the procurement process for real estate and budget management.



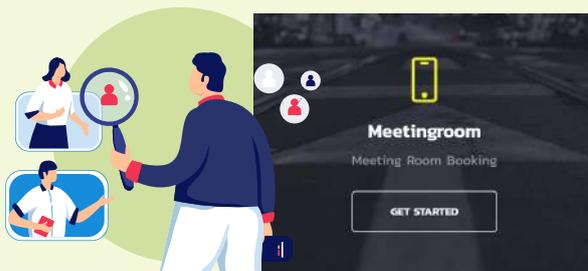
**CHEWA SHARE :**

It is a storage area and share information within the company.



**CHEWA HUMAN OS :**

It is a program for human capital, time attendance system, leave approval and overtime approval.



**CHEWA BOOKING SCHEDULER :**

Booking system for meeting rooms, Zoom, and company vehicles.

## Artificial Intelligence (AI) Innovation

In an era of rapid technological transformation, integrating cutting-edge innovation to enhance operational efficiency and precisely meet market demands is of paramount importance. **Chewathai Public Company Limited (CHEWA)**, as a leader in the real estate sector, remains steadfast in its commitment to adopting modern technology to elevate its operations and services.

For over two years, the Company has proactively integrated **Artificial Intelligence (AI)** into its core business processes. This long-term commitment has yielded impressive results, significantly bolstering our competitive advantage within the real estate market.

1. **AI-Powered Virtual Presenters for Data Communication** One of Chewathai’s key innovations is the implementation of **AI Avatars (AI-Powered Presenters)**. These avatars are utilized to present corporate performance during the Stock Exchange of Thailand’s “Opportunity Day,” as well as for communicating vital internal organizational data. This ensures that all stakeholders receive comprehensive information through a highly efficient and modern medium.

In the current year, we have advanced this technology further by developing **Realistic AI Avatars**. These high-fidelity avatars provide a more natural and engaging presentation experience. The strategic deployment of AI in this capacity offers several key benefits:

- **Optimized Resource Allocation:** By automating data presentation, the Company has successfully reduced the workload of personnel, allowing human capital to be redirected toward more complex and high-value strategic tasks.
- **Enhanced Accessibility and Accuracy:** Stakeholders can access information with greater speed and convenience. Simultaneously, the use of AI significantly mitigates risks and errors typically associated with manual processes.
- **Professional Communication:** AI presenters deliver information in a compelling and easily digestible format, ensuring that communication with investors and the public remains professional, consistent, and impactful.



2. **Leveraging AI for SEO Content Generation** One of Chewathai's strategic AI-driven initiatives is the deployment of advanced AI platforms to create high-quality, SEO-optimized articles. This technology facilitates precise keyword analysis, ensuring maximum online visibility and audience reach.

Furthermore, we remain committed to continuous innovation. In the current year, we have enhanced our AI capabilities to analyze **deep consumer search intent**. This advancement enables us to craft more personalized and highly relevant content that precisely aligns with the specific needs of our target audience. This ongoing development not only accelerates production timelines but also ensures that Chewathai remains agile and effective in delivering accurate information to customers within an ever-evolving digital landscape.



3. **AI-Integrated Creative Design and Multimedia Innovation** Another significant pillar of Chewathai's technological advancement is the integration of AI into our creative design processes. By fostering a collaborative synergy between AI capabilities and our Graphic Department, we have revolutionized the way we conceptualize and produce visual assets. The utilization of AI to generate innovative ideas and sophisticated design elements enables our team to deliver high-quality advertising materials with significantly enhanced speed and operational agility.

Currently, we continue to refine the caliber of our visual communications through ongoing technological integration. AI serves as a vital bridge between conceptual imagination and technical execution, streamlining the complexities of media production while simultaneously elevating the aesthetic precision of every output. This harmonious blend of human creativity and artificial intelligence ensures that Chewathai's visual identity remains sophisticated, impactful, and perfectly attuned to the dynamic demands of the modern digital marketplace.



4. **Strategic Outcomes and Future Roadmap** The integration of Artificial Intelligence (AI) at Chewathai has yielded measurable success, markedly enhancing operational efficiency and optimizing production cycles across various business units. Our experience underscores that AI is not merely a utility for workload mitigation, but a core strategic asset that fundamentally elevates our service standards.

Moving forward, we are dedicated to an ongoing evolution by embedding AI into every department within the organization. This comprehensive integration will bolster internal synergy and empower us to deliver exceptional value to our customers. Additionally, we are set to utilize AI to foster direct customer engagement, such as through the delivery of AI-generated property preview videos prior to on-site visits. This proactive approach is designed to enrich the customer journey, providing a sophisticated, seamless, and modern experience that anticipates and meets the evolving demands of the future market.

5. **The “Chewa Academy” Project: Empowering Business Growth through Digital Learning** In 2025, Chewathai achieved a pivotal milestone as a technological frontrunner through the launch of the “Chewa Academy” project. The hallmark of this initiative was the success of the specialized online course, “AI X BRANDING: Revolutionizing Real Estate Marketing through the Power of AI.” This program was made accessible to the public via an online platform (Zoom), serving as a strategic learning hub for cutting-edge innovations in branding and deep consumer data analytics.

This initiative functions as a strategic bridge, seamlessly aligning advanced AI knowledge with our core product offerings. Through Chewa Academy, participants gained firsthand insight into how Chewathai harmonizes AI with real-world lifestyle applications and service excellence—effectively translating sophisticated technology into tangible living benefits. This proactive engagement has significantly fortified brand credibility, broadened our market reach to new customer segments, and reinforced our position as a sustainable leader in the digital-era real estate market.



6. **Empowering the Next Generation: Academic Outreach by the Chewa AI Team** In 2025, the Chewa AI Team extended its strategic influence beyond corporate boundaries and into the academic sphere. Our experts were honored to serve as guest lecturers at several universities, delivering specialized AI curricula designed to equip students with the essential digital competencies required for the modern academic and professional landscape.

The Chewa AI Team is deeply committed to empowering the youth, ensuring they can effectively integrate AI methodologies into their studies and future career trajectories. Building upon the significant success of the past year, we have established a strategic roadmap for 2026 to scale our educational outreach across a broader range of institutions and continuously share our technical expertise with the wider student community.

This initiative underscores Chewathai's dedication to inspiring the next generation and fostering an AI-ready workforce, ensuring they are well-positioned to thrive and lead in an increasingly automated future.



**7. AI-Driven Multimedia Production: Enhancing Velocity and Operational Sustainability** In an era where video communication has become a paramount tool for engagement, Chewathai has strategically integrated Artificial Intelligence (AI) to revolutionize our multimedia creation processes. This adoption has significantly bolstered our internal agility and cost-efficiency, streamlining production workflows that historically necessitated extensive human capital or total reliance on external outsourcing.

Our AI applications in video production encompass a wide spectrum of capabilities, including automated editing and clip sequencing, dynamic text and graphic overlays, visual effects generation, and intelligent content curation. These advancements facilitate high-precision outputs with significantly reduced lead times, enabling the Company to deliver premium-quality media that responds to market trends and customer needs in real-time.

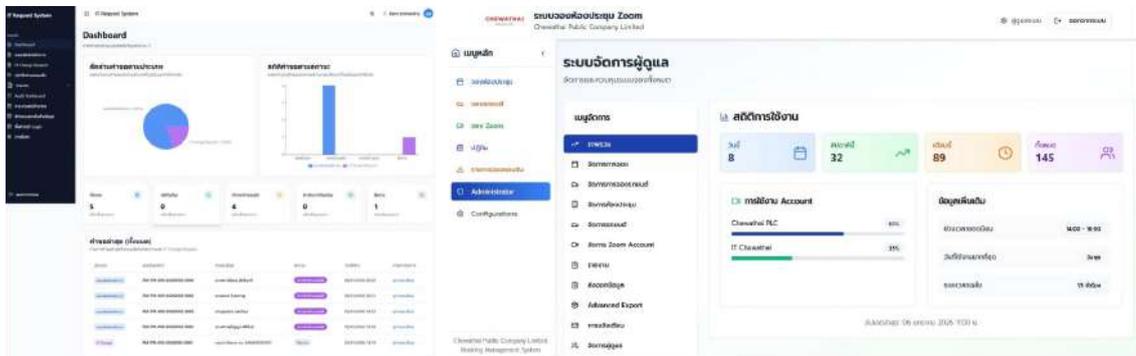
Furthermore, the deployment of AI serves as a cornerstone for operational sustainability. By transitioning away from labor-intensive traditional processes, we are able to maintain a consistent and high standard of quality while optimizing resource consumption. This fusion of speed and reliability is a key driver in ensuring the long-term sustainability and scalability of Chewathai’s media production ecosystem.



**8. Integrating AI into IT Infrastructure for Enhanced Operational Excellence** Over the past year, the Chewa AI Team has successfully integrated Artificial Intelligence into the Company’s IT infrastructure, resulting in a significant uplift in operational performance.

A primary highlight of this initiative is the implementation of an AI-driven IT support system. This system utilizes intelligent screening and automated processing to handle technical service requests, ensuring that internal support is delivered to employees with greater speed and precision. These enhancements have not only streamlined internal workflows but also significantly improved the overall employee experience.

This technological milestone underscores Chewathai's unwavering commitment to digital transformation and our strategic objective of establishing a fully-integrated "Smart Office" environment.



## Conclusion: Driving Future Growth through AI Innovation

The strategic integration of Artificial Intelligence (AI) at Chewathai has demonstrably underscored the pivotal role of innovation in optimizing operational workflows and enhancing cross-functional efficiency. Our diverse initiatives ranging from AI-powered data presentation and SEO content generation to creative artwork design, accelerated video production, and the modernization of internal IT infrastructure have yielded measurable and impactful results that enhance our organizational agility.

Beyond operational gains, the Chewa AI Team remains dedicated to fostering long-term value through the Chewa Academy and academic outreach, actively disseminating technical expertise to empower the next generation.

Looking ahead, Chewathai remains steadfast in its pursuit of technological excellence. This relentless commitment to AI innovation serves as a primary catalyst for our future growth, ensuring a sustainable competitive advantage and long-term resilience in an ever-evolving marketplace.



## ANTI-CORRUPTION AND BRIBERY

(Disclosure GRI 2-15 , GRI 3-3 , GRI 205-1 , GRI 205-2)

The company regularly assesses risks related to corruption and bribery at least once a year. We are committed to conducting business with integrity, honesty, and transparency under the principles of good corporate governance while maintaining responsibility towards society, communities, and stakeholders.

Additionally, the company communicates its anti-corruption policies and related measures to employees, business partners, and relevant parties annually via email to ensure awareness. New employees also receive regular training on anti-corruption policies every year.

- 100% of new employees receive training on anti-corruption and bribery.
- 100% of directors, executives, and employees undergo training and assessment on business ethics and the anti-corruption policy.



## Whistleblowing Policy

The company places great importance on good corporate governance and transparency in business operations. Employees and stakeholders are encouraged to report any misconduct, unfair practices, ethical violations, corruption, or fraudulent activities. The company is committed to conducting appropriate investigations and ensuring whistleblowers are protected, guaranteeing that reporting is safe and free from retaliation.

## Whistleblowing Guidelines

### 1. Whistleblowing Channels

- By Mail: Send via postal service or submit directly to the Audit Committee at: Chewathai Public Company Limited 967 Soi Lat Phrao 71, Saphan Song, Khet Wang Thonglang, Bangkok 10310
- Email : online@chewathai.com By Email: auditcommittee@chewathai.com
- Through the “Khun Fong Boon Fang” Program

### 2. Types of Misconduct that Can Be Reported

- Fraud, corruption, or conflicts of interest
- Violations of laws or company ethics
- Labor rights or human rights violations
- Breaches of company policies or safety standards

### 3. Whistleblower Protection

- The company ensures the confidentiality of whistleblower information.
- No retaliation or harm will come to the whistleblower.
- Complaints will be reviewed by an impartial committee.

### 4. Investigation and Resolution Process

- The responsible unit will verify the facts.
- The results will be reported to the executive committee for corrective action.
- Disciplinary or legal measures will be taken against violators.

This policy applies to all employees, business partners, and stakeholders, fostering a transparent and accountable corporate culture.

## Performance Results for 2025

- 0 cases of complaints regarding violations of corporate ethics and business code of conduct.
- 0 cases of complaints regarding corruption or fraudulent activities.



## CUSTOMER RELATIONSHIP MANAGEMENT

(Disclosure GRI 2-29)

The company is committed to continuous development to meet customer needs, maintain strong relationships, and create unique benefits. To achieve this, the company has established dedicated teams responsible for customer relationship management, including:

### 1. CHEWA SMART TRANSFER

The company has established a dedicated team to support customers throughout the ownership transfer process. This team focuses on providing fast and efficient services, acting as a mortgage consultant, offering assistance, and recommending the best solutions tailored to the diverse needs of customers. The goal is to create a seamless and satisfying experience that fosters customer trust and word-of-mouth referrals. By ensuring that customers feel their investment is worthwhile, the company enhances the value of its products and strengthens brand loyalty.

The department's VISION is:

*“Committed to being experts and trusted advisors in home and condominium financing, offering the best possible options to maximize customer satisfaction. We believe that the best service comes from attention to every detail of our customers’ needs.”*

#### MISSION of Chewa SMART TRANSFER

##### 1. Customers are the Priority

Prioritizing customers by understanding their expectations and needs while offering the best possible solutions to meet them.

##### 2. Professional Service

Providing efficient and standardized services with a focus on accuracy, completeness, and speed to fulfill customer expectations and satisfaction.

##### 3. Continuous Development and Improvement

Enhancing work processes to maintain high standards and efficiency, adapting work methods to best suit each task.

##### 4. Enhancing Team Capability and Efficiency

Encouraging employees to continuously improve their skills through ongoing training and knowledge sharing within the team.

#### Chewa SMART TRANSFER embodies:

- **SMART PERSON:** Skilled personnel with professionalism, confidence, and reliable presentation of information.
- **SMART INFORMATION:** Highly efficient, accurate, clear, and easily accessible data.
- **SMART TECHNOLOGY:** Utilizing technology to streamline processes, increase efficiency, and enhance customer convenience.

## 2. CHEWA CARE

(Disclosure GRI 2–29)

The company prioritizes after-sales services under the “**CHEWA CARE**” program, which encompasses maintenance, home care, and infrastructure management.

### C.A.R.E. Principles

- **C – ‘CARING’**

CHEWA offers the “**CHEWA CARE Maintenance Service**”, which includes inspections and maintenance for homes and condominium units to ensure they remain in optimal condition. This service covers plumbing, electrical systems, and air conditioning maintenance, ensuring the best living experience for residents.

- **A – ‘ATTENTIVE’**

Reflecting the company’s commitment to caring for residents like family, providing thorough home maintenance to give homeowners peace of mind.

- **R – ‘RESPONSIBILITY’**

Beyond customer service, CHEWA takes responsibility for the surrounding project environment and ensures minimal impact on neighboring communities. This includes maintaining the quality of life for both residents and those in adjacent areas.

- **E – ‘EXPERTISE’**

A team of skilled professionals maintains consistent service standards, covering everything from the service team to security personnel and landscaping staff. Continuous skill development is emphasized to provide the highest quality of care.

### Concept: “CHEWA CARE – Caring from the Heart”

CHEWA focuses on customer satisfaction by delivering tailored services, aiming to enhance customer experience and build strong word-of-mouth branding. A key differentiator of “**CHEWA CARE**” is its **proactive service approach**—during the warranty period, the company conducts regular maintenance **without waiting for customers to report issues**.

### “CHEWA CARE – Caring from the Heart”

This initiative goes beyond typical after-sales service by treating customers like family or close friends. By addressing customer needs more effectively, CHEWA CARE fosters long-term customer satisfaction, which is essential for sustainable business growth.

### Chewa Care Vision

Chewa Care is committed to delivering high-quality, standardized service experiences to maximize customer satisfaction. We continuously strive to enhance our services by developing **specialized programs** tailored to meet and exceed customer needs through a highly efficient service team.

We aim to grow as a **high-quality and sustainable service division**, placing customer satisfaction at the core. Our team is adaptable, ensuring swift responses to changes while maintaining excellence in service.

With deep insight into customer needs, Chewa Care **innovates and enhances service solutions** to cater to all customer segments effectively.

We also foster a **positive work environment**, actively supporting other departments, and contributing to the continuous development of the organization.

### **Chewa Care Strategy: “Chewa Care Beyond Service”**

At Chewa Care, we do **more than just repairs**—we genuinely **care for the well-being** of every Chewathai customer.

Our **service team was established** to create a **lasting impression** on customers by benchmarking leading after-sales service brands and integrating best practices to **continuously improve customer satisfaction**.

We set a **high standard for customer service**, ensuring that **every homeowner or condo buyer** associates Chewa Care with **exceptional and heartfelt service**.

“**Chewa Care – Caring for You with Heart**” embodies our dedication to going beyond traditional service, offering personalized, proactive, and heartfelt care at every step.

### **3. CHEWATHAI SOCIETY**

Chewathai is committed to continuously developing and enhancing customer experiences by understanding their insights and unique needs. We aim to offer exclusive benefits that set us apart, ensuring our customers receive exceptional privileges tailored specifically for the Chewathai family.

At the heart of this initiative is the “CHEWATHAI SOCIETY ALL MEMBER” card, designed to enhance lifestyles and provide exclusive experiences for our residents.

#### **Under the concept:**

“More Living, More Lively” – Special privileges and valuable experiences, exclusively for Chewathai homeowners.

This initiative not only strengthens customer relationships but also fosters a sense of belonging, making every Chewathai resident feel truly valued.

#### **Exclusive Privileges with CHEWATHAI SOCIETY ALL MEMBER**

As a valued member of **CHEWATHAI SOCIETY**, you’ll enjoy a **curated selection of privileges** designed exclusively for you, ensuring a more fulfilling and enjoyable lifestyle:

- **CHEWATHAI PRIVILEGE** – Enjoy special discounts from leading brands and stores. Whether it’s discounts, special deals, or exclusive offers, feel like a VIP anytime, anywhere, including partner stores near your project and many more.
- **CHEWATHAI VARIETY** – Get access to exclusive events tailored just for you! From special movie screenings, exclusive concerts with your favorite artists, to other exciting lifestyle activities.
- **MEMBER GET MEMBER** – Refer a friend to any Chewathai project and receive up to 100,000 THB per unit as a referral reward! The more you refer, the more rewards you earn.
- **CHEWA CARE** – Experience seamless after-sales service, including maintenance requests, home consultations, and expert advice on preserving your home’s condition for long-lasting comfort.

With CHEWATHAI SOCIETY ALL MEMBER, your everyday living is elevated with more benefits, more experiences, and more privileges.



### CUSTOMER SATISFACTION & EVALUATION PROCESS

At Chewathai, customer satisfaction is our top priority. We are committed to continuous research and product development to ensure that every home we deliver meets and exceeds customer expectations.

Our Chewa Care & Customer Relations team is responsible for collecting customer insights and managing after-sales services. This data is utilized in strategic planning to enhance customer experience and strengthen long-term relationships.

Additionally, our Market Survey Team conducts research and analysis on consumer needs, project locations, and infrastructure potential. By gathering comprehensive market data, we gain valuable insights into consumer housing preferences, ideal locations, and pricing expectations.

This information allows us to continuously refine our products and services, ensuring that Chewathai remains a trusted leader in the real estate industry.

### To manage customer satisfaction and stakeholders

Chewathai's vision to be the leading real estate developer for consumers that never stop providing products and services beyond customer satisfaction, we focus on managing and satisfying customers and stakeholders by evaluating customer satisfaction in all processes that the customers contact the company from giving projects' information to providing after sales services for juristic persons as follows.



Processes	Evaluation Methods
1. The satisfaction towards the data services and visits	Customers can evaluate their satisfactions through the call center three to seven days after visiting projects
2. The satisfaction towards the reservation and contract making services provided by the employees	Customers can evaluate their satisfactions via e-mail or the contact center three to seven days after making reservations/contracts
3. The satisfaction towards the services about the transfers of ownerships and the acceptances of residential places	Customers can evaluate their satisfactions via e-mail, SMS or the contact center three to seven days after making reservations/contracts
4. The satisfaction towards living for three to three months after transferring ownerships	Customers can evaluate their satisfactions via the e-mail, SMS, Contact center in one day after transferring ownerships
5. The satisfaction towards repair and other requests	Customers can evaluate their satisfactions via Call center, SMS, Contact center seven days after repair or solution of problems by technicians
6. The satisfaction towards the transfers of ownerships to villages' committees or juristic persons	Customers, villages'/condominiums' committees or juristic persons can evaluate their satisfactions via e-mail, SMS or contact center after establishing the juristic persons or giving public utilities and transferring ownerships

### CUSTOMER SATISFACTION ASSESSMENT

In 2025, the company is committed to developing and improving quality products and services to deliver to customers. Therefore, it emphasizes customer satisfaction. Therefore, we have developed a satisfaction assessment form for customers who have already moved in to obtain data that the company can use to develop and improve. The target is that customer satisfaction must not be less than 75 percent.

### Summary of the satisfaction assessment results of resident customers

Goal : Not less than

**75%**

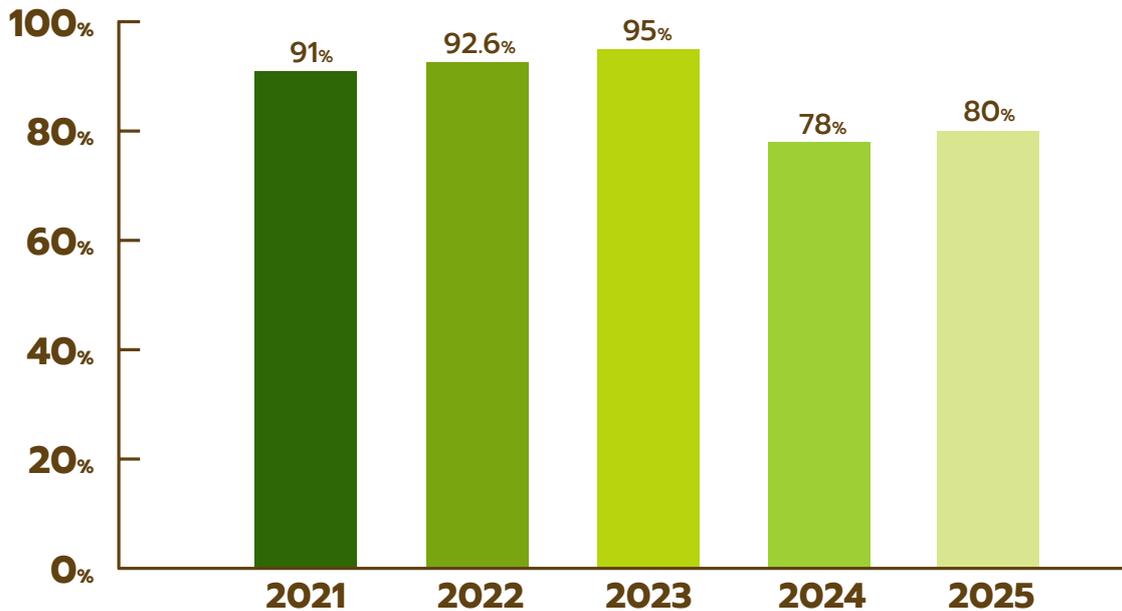
Customer satisfaction evaluation result:

**80%**

### Organization Overview

In 2024, the overall satisfaction score of existing customers was 80 percent. Compared with the previous year, the score showed an increase. However, this was partly due to improvements made to the evaluation questions as well as changes in the satisfaction survey method, which involved company staff calling customers directly to conduct the survey.

Some customers expressed concerns about fraud and compliance with the PDPA (Personal Data Protection Act), resulting in incomplete information being collected. Although the satisfaction score improved, the proportion of survey respondents decreased.



#### Customer Satisfaction Development Plan

To improve service quality and develop products to be even better, as well as to make customers more satisfied, especially after the transfer of ownership, the following customer satisfaction development plan has been established:

1. The projects' after sales teams were improved by recommending services to customers living in the projects in order to develop good relationships with them, continuously sending them news letters about the common areas and public utilities in order to create good societies, and conducting CRM activities in the projects for the good relationships with them.
2. The services about repair requests were developed by having the Chewa Care team in order to make appointments for checking and repairing parts on the dates and time that the customers are convenient, to coordinate with projects, to check the repaired parts with the house owners in order to ensure that the repaired parts have good qualities and satisfactions. If the repaired parts are not good, then the parts will be fixed immediately. Contractors from relevant organizations are evaluated in order to ensure that the selected contractors are good for the projects.
3. The various channels for checking customer satisfactions were developed in order to reach customers by e-mail and SMS. The CRM system was developed in order to automatically evaluate results while the customers were interacting with the company for obtaining reliable satisfaction scores and improving services with the satisfaction evaluation system and data for instantly improving satisfactions.
4. Development and improvement of construction processes to meet standards and have more safety for customers The construction process has been developed by increasing product quality inspection procedures or QC inspections before delivering products to customers. in order to increase trust with customers and create more satisfaction for customers

The company is committed to developing and improving the quality of excellent products and services to deliver to customers. therefore giving importance to customer satisfaction as a priority In the next year, the goal is to increase customer satisfaction and score higher than before



## SUPPLY CHAIN MANAGEMENT

(Disclosure GRI 3-3, 414-1)

Successful supply chain management requires a strong focus on customer needs, efficiency and cost, flexibility, technology, sustainability, and risk management. These factors help businesses remain competitive, reduce costs, and enhance customer satisfaction in the long run.

Additionally, the company prioritizes the selection of business partners and promotes their sustainable growth. The company has a fair and transparent supplier selection process, ensuring that all suppliers compete on equal information and are evaluated based on established criteria.

Furthermore, the company establishes fair and appropriate contract terms for all parties and implements a monitoring system to ensure compliance with contractual obligations. This approach helps prevent fraud and misconduct at every stage of procurement and contract execution. The company also strictly adheres to contractual commitments with suppliers while maintaining the confidentiality of supplier information, ensuring it is not misused for improper benefits.

### Criteria for Selecting New Business Partners

The Company requires an evaluation of new vendors (New Vendor Evaluation) that comprehensively covers sustainability aspects, including governance and economic, social, and environmental dimensions. These include, but are not limited to, product and service warranties, product delivery, environmental and social responsibility policies, consideration of human rights, compliance with labor laws, and safety standards. In addition, the Company is committed to continuously promoting and communicating its Supplier Code of Conduct.

### Vendor Selection Process

In the vendor selection process, the Company conducts a screening and qualification assessment to identify suitable business partners. All vendors are required to undergo an evaluation based on criteria that cover environmental and social responsibility dimensions, product quality, service quality, delivery performance, operational experience, product warranties, safety standards, and legal compliance, which are key considerations in the selection process.

### Supplier Code of Conduct

The Company recognizes that sustainable business operations require strong cooperation with business partners. Therefore, the Company has developed and disseminated a Supplier Code of Conduct, with the expectation that all business partners adhere to ethical business practices, comply with applicable laws, respect labor practices based on human rights principles, and prioritize occupational health and safety management. Furthermore, suppliers are encouraged to conduct business responsibly with respect to society, the environment, and good governance (Environment, Social, Governance: ESG), enabling the Company and its partners to grow together and extend positive impacts to society in a sustainable manner.

### Promotion of Green Procurement

The Company supports the selection of environmentally friendly products and materials by procuring products that have been certified or labeled as environmentally friendly by recognized organizations. Such products are used in construction projects and at the Group's headquarters. Green procurement not only creates positive environmental impacts but also helps reduce operating costs, enhance business value, and strengthen long-term business stability. This approach is considered a strategic investment that contributes to sustainable business growth and environmental preservation in the future. Accordingly, the Company has established a Green Procurement Policy to define guidelines and reinforce its commitment to being an environmentally responsible organization, which may also encourage consumers to choose the Company's products or services.



## MESSAGE FROM EXECUTIVES

(Disclosure 102-14)



**We firmly believe that sustainable organizational growth is built upon a strong foundation of people. Therefore, we place great importance on uniting a diverse workforce under a shared organizational culture, enabling effective collaboration, creativity, and collective efforts to drive the organization forward toward its goals with stability and confidence.**

Over the years, the organization has been able to remain resilient and continue growing through a strong commitment to providing opportunities, platforms for talent expression, and diverse knowledge resources. These initiatives empower our people to continuously develop new skills, particularly through a multi-skills approach, which enables individuals to acquire a broad range of competencies across multiple disciplines. Rather than being limited to a single area of expertise, our people are capable of taking on multiple roles and responsibilities, allowing them to grow alongside the organization in a sustainable manner.

At the same time, we actively cultivate awareness and readiness for change, encouraging continuous learning and adaptability so that our workforce is well equipped to respond effectively to evolving circumstances and challenges.

In parallel, the organization integrates innovation and artificial intelligence (AI) as key enablers to enhance capabilities, increase agility, reduce operational time, and maximize the efficiency of various processes, ultimately strengthening overall organizational performance.

Furthermore, we place strong emphasis on fostering a positive and robust organizational culture by developing clear, distinctive, and accessible communication channels. These channels support structured and disciplined communication, promote creativity, and enhance collaboration, enabling management to gain comprehensive visibility across all aspects of the organization and to make timely, effective, and sustainable decisions.

Ultimately, we have strong confidence in the potential of our people, who are continuously developed and empowered within a strong organizational culture. They remain the driving force behind the organization's long-term, stable, and sustainable growth.



**MR. BOON CHOON KIAT, CFA, CPA**  
**MANAGING DIRECTOR**





“

At Chewathai, we do not merely develop real estate; we develop people to build a sustainable future. A strong organization begins with strong people and the right organizational culture. When leaders lead by example, a positive and shared culture naturally takes root across the organization.

We are committed to promoting continuous learning, collaboration, and open exchange of ideas across teams, fostering a deep understanding of our products, services, and the experiences our customers expect. At the same time, Chewathai places great importance on cultivating an open, friendly, and relationship-driven organizational culture—both within the organization and in our engagement with customers and surrounding communities.

As management, we act as supporters and connectors, aligning teams around shared goals, ensuring that everyone understands their role and takes pride in their contribution. We believe that investing in people, together with a customer-centric and collaborative organizational culture, is a key driving force that will enable Chewathai to achieve stable and sustainable long-term growth.

**CARE** is at the heart of who we are.

**OWN** defines our mindset.

**GROW** represents our journey forward.

And **INTEGRITY** is the foundation of **CHEWATHAI**. ”

*MS. JIRAPAT CHATPECH,  
EXECUTIVE VICE PRESIDENT  
SALES & MARKETING – CONDO*

“ Every organization grows through its people. However, sustainable and resilient growth can only be achieved when there is a clear center of shared thinking and practices, united under the same DNA—the core identity of both leadership and the organization.

At Chewathai, we have a clear vision that every employee must continuously develop both the skills required for their own roles and additional skills beyond their core responsibilities each year, with the fundamental principle that the happiness and peace of mind of our customers must always come first.

Above all, the Company encourages everyone to embrace the Buddhist principle of living in the present—focusing fully on performing one’s current responsibilities to the best of one’s abilities. We believe that the outcomes of today’s actions will ultimately shape tomorrow’s future, where greater opportunities await.

”

**MR. NATHANAN RATANAPHAN**  
*EXECUTIVE VICE PRESIDENT*  
*SALES & MARKETING*





“

At Chewathai, we believe that sustainable growth is not driven solely by financial performance, but by our people and an organizational culture grounded in integrity, transparency, and accountability to all stakeholders.

As management, we place strong emphasis on developing our people while instilling a mindset rooted in good corporate governance and ethical business practices. This enables our employees at all levels to make informed decisions and perform their duties consistently, in compliance with legal requirements and with a strong sense of social responsibility.

Chewathai is committed to fostering an open, fair, and respectful organizational culture, where employees recognize their role not merely as task performers, but as integral contributors to a robust governance system that builds trust and credibility for the organization and its stakeholders.

We firmly believe that continuous people development, underpinned by strong governance frameworks, is essential to effective risk management, long-term value creation, and the sustainable, transparent growth of Chewathai.”

”

**MS. SUPARAT NGAMSUPTAWEEKOON**  
*SENIOR VICE PRESIDENT LEGAL AND  
COMPLIANCE*

“ People are the key driving force of the organization. Employees should be developed systematically and continuously, with opportunities for learning and skill development aligned with the company’s business direction. At the same time, clear career progression pathways should be established so that employees can envision their future and grow together with the organization.

In parallel, management must foster a strong organizational culture grounded in transparency and good corporate governance, while promoting teamwork and active participation. Leaders play a critical role as role models, consistently communicating the company’s goals and core values so that employees clearly understand how their roles contribute to the organization’s success. Providing recognition, appreciation for performance, and appropriate incentives helps motivate employees to work with pride and commitment. When people are motivated and supported by a strong organizational culture, Chewathai will be able to move forward with stability and achieve sustainable long-term growth.

”

**MR. ANUSAK MONKHLANG**  
*SENIOR VICE PRESIDENT FINANCE AND  
ACCOUNTING*





## ABOUT THIS REPORT

(Disclosure Discloser GRI 2-3)

Sustainability Report 2025 of Chewathai Public Company Limited (“the Company”) is prepared to communicate the Company’s sustainability performance to stakeholders or the general public. Referencing data from January 1 to December 31, 2025, and prepared in accordance with the Global Reporting Initiative (GRI Standard) Core option. This report has been published on the Company’s website and sent along with the invitation to the 2026 Annual General Meeting of Shareholders to shareholders in the form of a QR Code. The Company intends to continuously develop the quality of its sustainability reporting in providing information on concepts, goals, progress, and performance in social, environmental, and governance aspects to stakeholders.

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## FEEDBACK & QUESTIONNAIRE

Your feedback on this 2025 Sustainability Report will be used to improve our operations and enhance the preparation of next year's sustainability report.

**Best regards for your cooperation.**

**Please scan the QR code to complete the survey.**



**For further inquiries or to share your feedback.**

**Sustainability Working Committee**

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