



CHEWATHAI PLC

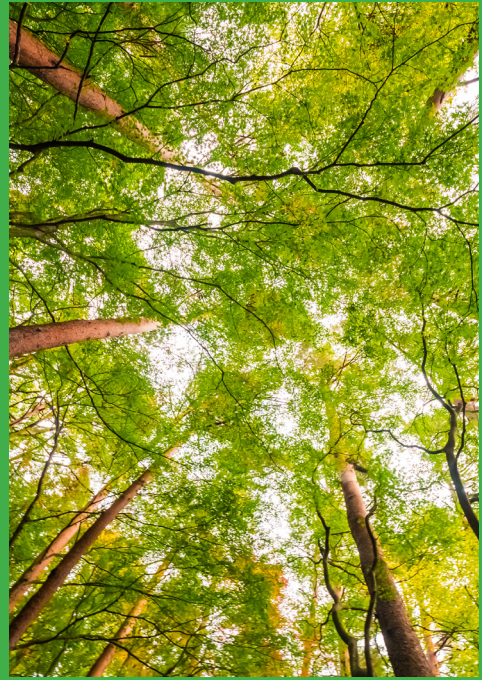
BUILD A LIFE

# Sustainability Report 2024



# VISION

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



# MISSION

1. Nurture **L**ife-partnerships with customers
2. **I**nvest continuously in its human capital
3. **F**oster resilient bonds with business associates
4. **E**mbrace utmost responsibility towards its community & environment





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## THE DIRECTORS

(Disclosure 102-22, 102-26)



### 1 Mr. Chartchai Panichewa

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

### 2 Mrs. Somhatai Panichewa

- Director
- Executive Director
- 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

### 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 the Risk Management Committee

### 5 Mr. Chaiyut Techatassanasoontorn

- Independent Director
- Member of Audit Committee
- Chairman of Nomination and Remuneration Committee
- Chairman of the Corporate Governance and Sustainability Committee
- Member of the 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 2024, 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. Chaikut Techatassanasoontorn**  
Chairman of Corporate Governance  
and Sustainability Committee







## MESSAGE FROM MANAGING DIRECTOR

(Disclosure 102-14)

### Corporate Governance Committee and Sustainability

(Disclosure 102-22, 102-26)

#### Mr. Chaikut 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 16th 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 2024, 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 2023
- (6) all of which the company sees as important and has adjusted the process to achieve continuous development throughout 2024.

(Mr. Boon Choon Kiat)  
Managing Director





## VALUE PROPOSITION

(Disclosure 102-16)



# *Chewathai* 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

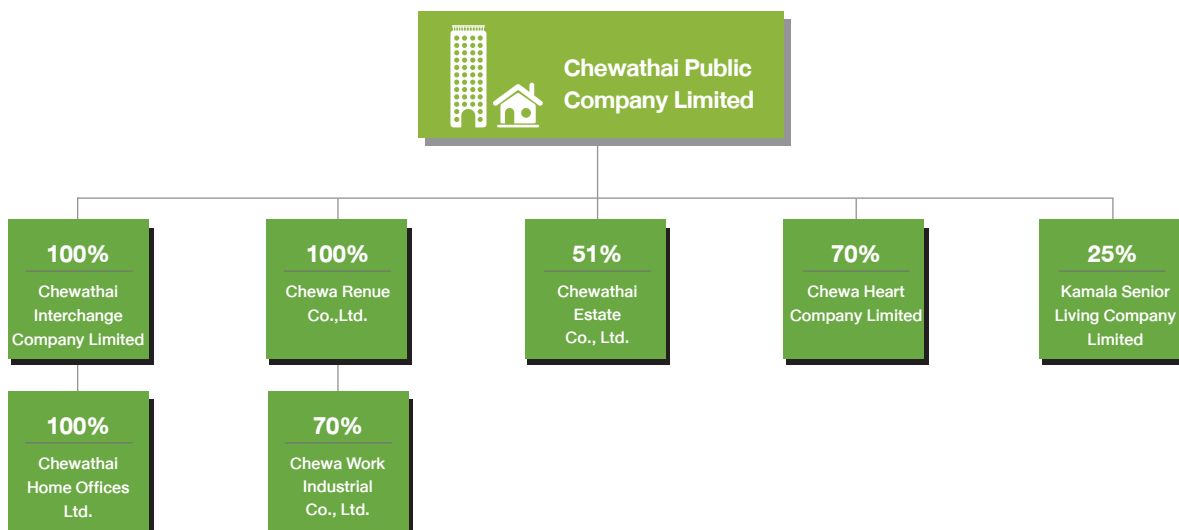
(Disclosure 102-14)

### HEAD OFFICE

Company Name	:	<b>Chewathai Public Company Limited</b>
Main Symbol	:	CHEWA
Business Type	:	Property
Registration No.	:	0107558000181
Registered and Paid-up Capital	:	THB 1,275,028,883 with a par value of THB 1.00
Head Office	:	1168/80 Lumpini Tower 27th Floor., Unit D, Rama IV Road, Tungmahamek Sub-District, Sathorn, Bangkok 10120, Thailand
Telephone	:	(02) 679 8870 - 4
Facimile	:	(02) 679 8875
Website	:	www.chewathai.com
Chewathai Call Center	:	1260
Company's Secretary	:	<b>Ms. Suparat Ngamsuptaweeoon</b>
(Disclosure 102-53)		Telephone (02) 679 8870 - 4 ext. 163
Email	:	ompanysecretary@chewathai.com
Investor Relations	:	<b>Ms. Krassanee Krassanairawiwong</b>
		Telephone (02) 679 8870 - 4 ext. 163
Email	:	ir@chewathai.com

### GROUP OF THE COMPANY STRUCTURE

(Disclosure 102-5)

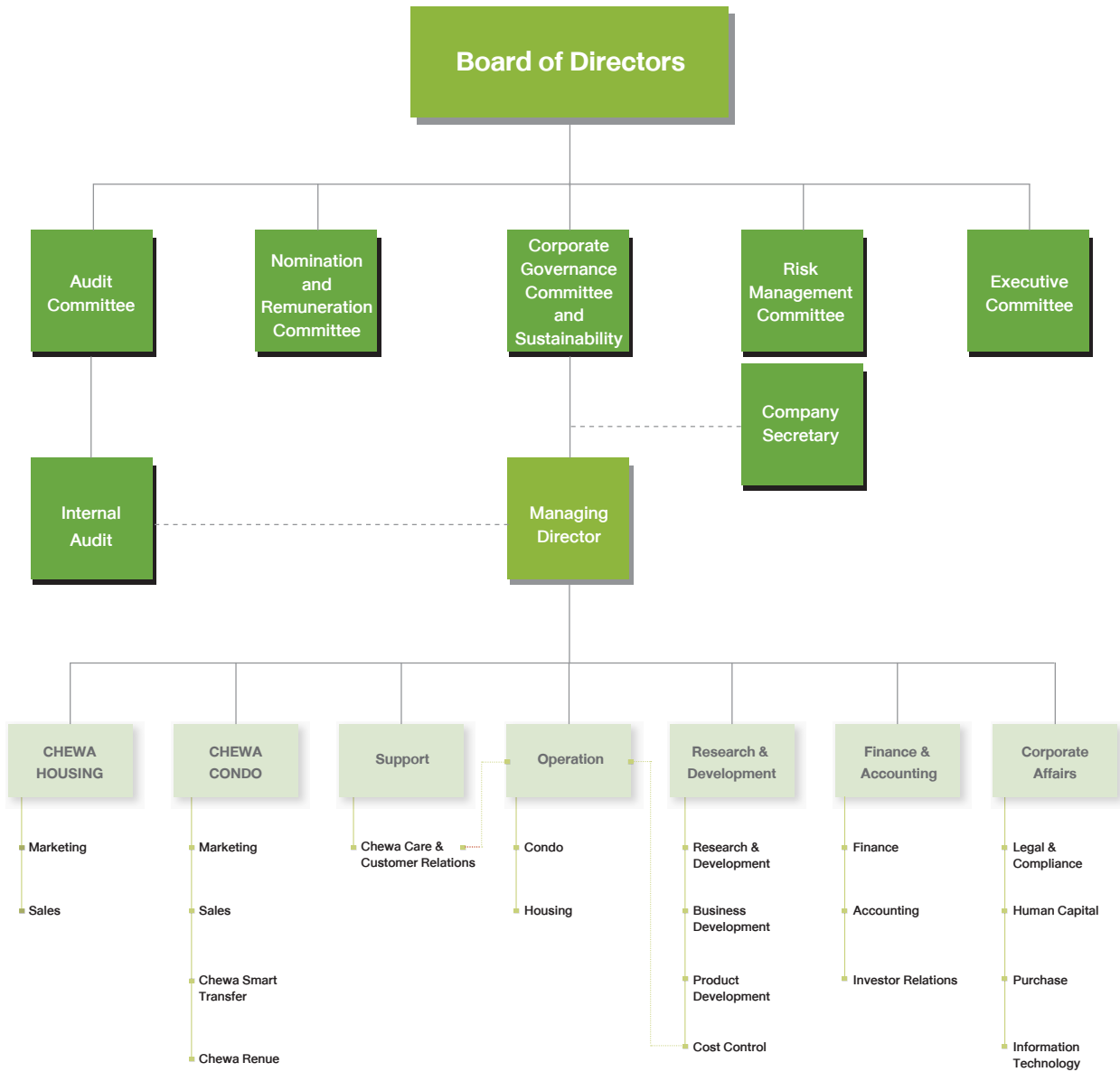
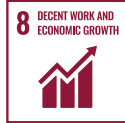




## ORGANIZATION STRUCTURE

(Disclosure 102-8, 102-17, 102-18, 102-20, 102-22, 102-23)

(as of 31 December 2024)







## 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”), Chewa Renue Company Limited (“Chewa 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%
Sales progress	100%

## The Surawong By Chewathai Hup Soon

Project Name	<b>The Surawong</b>
Developer	Chewathai Hup Soon Co.,Ltd.
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%
Sales progress	100%



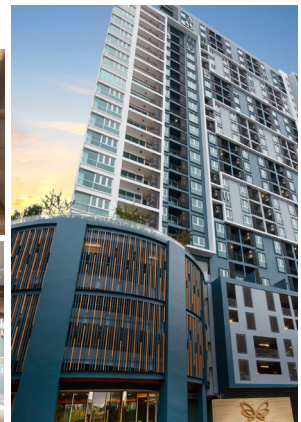
## CHEWATHAI RAMKHAMHAENG



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%
Sales progress	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%
Sales progress	100%



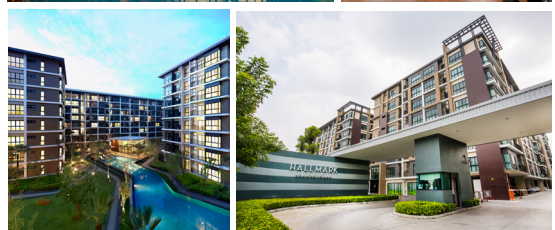
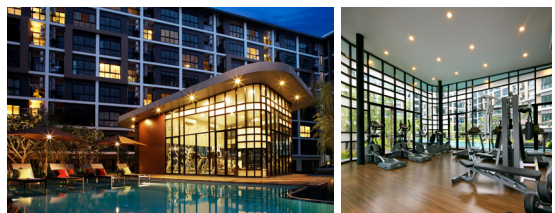
## CHEWATHAI HALLMARK CHAENGWATTANA



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%
Sales progress	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%
Sales progress	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%

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, Rajchathevi 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	31.54%
Transferred value of project value	19.23%

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	99.54%
Transferred value of project value	99.24%

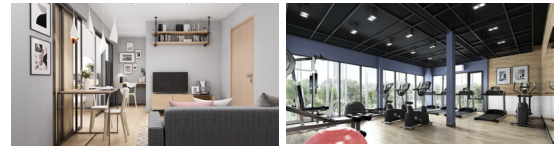
## CHEWATHAI KASET-NAWAMIN



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 Condomonium, 2 buildings Phase 2: 8-storey Condomonium, 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: 99.77% Phase 2: 98: 42%
Transferred value of project value	Phase 1: 99.77% Phase 2: 28.11%

## 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 Condomonium (High Rise )
Project Value	1,587 million THB
Total Units	588 Units and Shop 5 unit
Construction progress	100%
Sales progress	73.52%
Transferred value of project value	63.58%

## 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 56% Room 13.23%
Sales progress	42.62%
Transferred value of project value	December 2025

## Otium Phuket

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





## 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

**C h e w a r o m**

### CHEWAROM SERIES

Product : High-End Single House  
Price : 8 - 18 Million Baht

  
**CHEWA HEART**

### CHEWA HEART SERIES

Product : High-End Town home  
Price : 12 - 30 Million Baht

**CHEWA HOME**

### CHEWA HOME SERIES

Product : Town home  
Price : 2 - 5 Million Baht

**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, 2024 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	76.86%
Sales progress	44.23%
Transferred value of project value	44.23%

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	88.18%
Sales progress	73.72%
Transferred value of project value	71.17%

**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	77.38%
Sales progress	61.28%
Transferred value of project value	60.17%

## 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 Kruai, 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	87.45%
Sales progress	66.91%
Transferred value of project value	66.91%

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	88.18%
Sales progress	63.91%
Transferred value of project value	56.80%



## 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	74.63%
Sales progress	51.05%
Transferred value of project value	48.65%

## CHEWA HOME

KRUNGTHERP - 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	59.65%
Sales progress	31.43%
Transferred value of project value	30.00%

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	55.56%
Transferred value of project value	55.56%





Project Name	<b>Chewa Heart Sukhumvit 36</b>
Developer	Chewa Heart Company Limited
Location	Soi Sukhumvit 36, Klongton Sub-district, Klongtoey District, Bangkok.
Project Land Area	0-3-70 Rai
Sellable Area	2,777 sq.m.
Project Type	Town Home
Project Value	270 million THB
Total Units	9 units
Construction progress	88%
Sales progress	50%
Transferred value of project value	0%

Project Name	<b>Chewarom New Ratchaphruek</b>
Developer	Chewathai Public Company Limited
Location	Bang Luang Sub-district, Mueang Pathum Thani District, Pathum Thani
Project Land Area	21 — 2 — 6.96 Rai
Sellable Area	5,941 sq.m.
Project Type	Detached House
Project Value	746 million THB
Total Units	92 units
Construction progress	39.99%
Sales progress	4.35%
Transferred value of project value	4.35%





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

Chewa Renew 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, 2024 can be summarized as follows :





Project Name	Burasiri Panya-Indra	Pruksa Ville 64 Saimai
	Pleno Wongwaen - Ramintra	At Home Ramintra
	RNP Place Ramintra-Suwinthawong	Pruksa Ville 62/1 Nimit Mai
	Ratchaphruek Ramkhamhaeng-Suwinthawong	Town Plus Pracha Uthit
	Sathaphon Rangsit Klong 3	Home on green Thanya Thani
	Subthanee 5	Suetrong Rangsit-Klong 3
	The Plant simpls Paholyothin-Saimai	Perfect Park Suvannabhumi
	Venue Tiwanon - Rangsit	Habitia Bond Ratchaphruek
	Passorn 19 Watcharapol-Wongwaen	
Developer	Chewa Renue Company Limited	
Location	Bangkok and vicinity	
Sales progress	60%	
Transferred value of project value	60%	

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

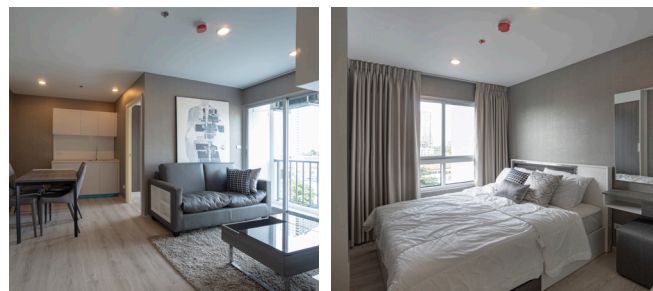
**The details of the condominium second-hand real estate projects as of December 31, 2024 can be summarized as follows :**



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



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



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



Project Name	Chewathai Hallmark Charan 13
Project Type	1 Bedroom 28.33 sq.m.
Total Units	1 Unit
Location	Soi Charan Sanitwong 13, Wat Tha Phra, Bangkok Yai, Bangkok.
Developer	Chewa 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)





## IMPACT, RISK, OPPORTUNITIES ANALYSIS




(Disclosure 102-15, 102-29)

impact issues	Mega forces & trends	Risk	Opportunities
<b>ECONOMIC</b>			
Process & Product	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>	Brand Identity (-) Project Integration Management (-) Construction Management : CM (-) Cost Control (-) Law & Regulation (+/-)	Innovation (+) Technology (+) Safety (+)
Customer	<div>3 GOOD HEALTH AND WELL-BEING</div>	Customer Satisfaction (+/-) Consumer Behavior (+/-) News & Analyst Research (+/-)	
<b>SOCIAL &amp; COMMUNITY</b>			
Employee	<div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>	Labour Practices (+/-) Human Rights (+/-) Knowledge Management : KM (+/-) Performance Standard (+/-) Process & Product Enhancement (+/-)	
Contractors & Supplier	<div>17 PARTNERSHIPS FOR THE GOALS</div>	Contractors/Supplier Selection (+/-) Contractors Evaluation (+/-)	
Community	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	Competition (-)	Aged Society (+)
Social Trend (+/-)			
<b>Environment</b>			
	<div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div>	Climate Change (-) Season (-) Environmental Impact (-)	
Land Acquisition (+/-)			



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

group of stakeholders	Expection	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	Expection	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.





## ECONOMIC GROWTH

(Disclosure 201-1)

(as of 31 December 2024)



Revenue from sale of real estate

**1,815.15** Million Baht  
or **95.37%**



Other income

**88.16** Million Baht  
or **4.63%**



Revenue from sales  
condominium projects

**1,235.60** Million Baht  
or **68.10%**



Revenue from sales  
housing projects

**526.10** Million Baht  
or **28.93%**



Revenue from Renee projects

**53.45** Million Baht  
or **2.97%**



The end of 2024,  
the company had  
a total backlog of  
**948.74** million baht.



condominium projects  
**791.59**  
Million Baht



housing projects  
**157.15**  
Million Baht

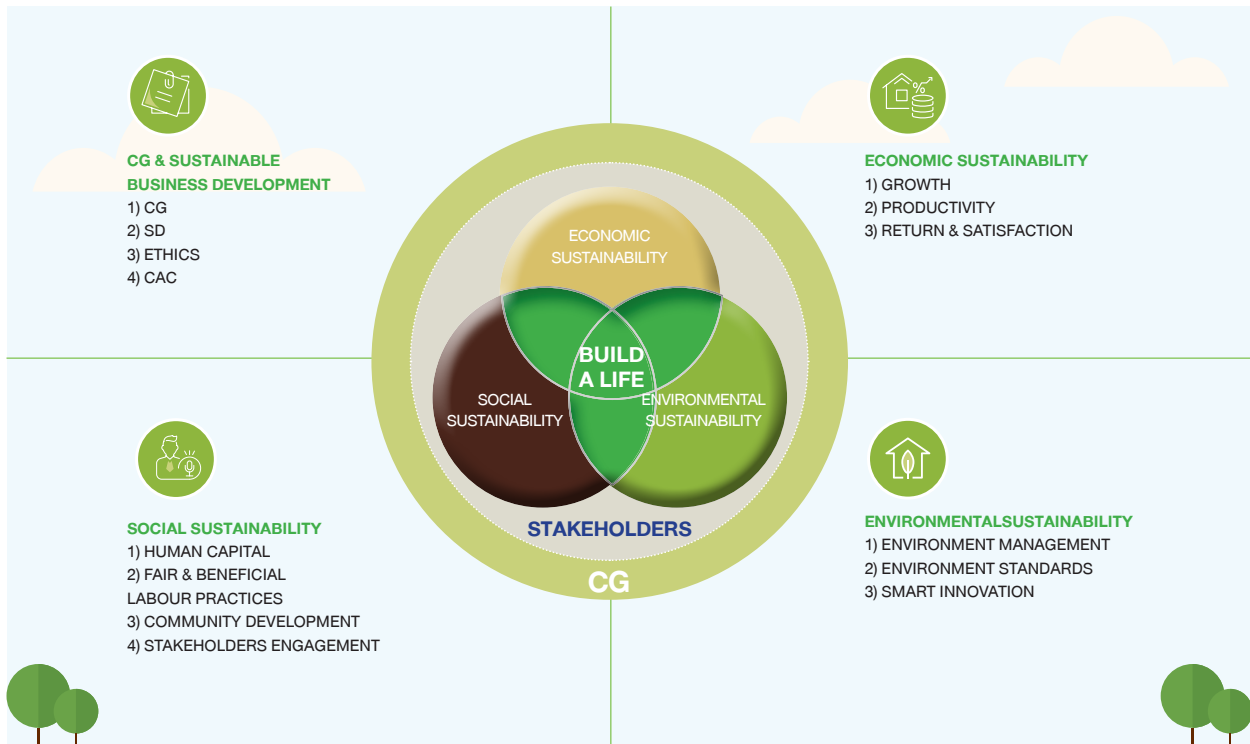


Customer satisfaction  
with a company's  
products and services

**78%** in 2024

## SD FRAMEWORK

(Disclosure 102-16)







## CORPORATE GOVERNANCE

(Disclosure 102-17)



**SET Awards**  
SET Awards 2024, Business Excellence,  
Outstanding IR awards mai 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



**CG SCORE**  
Excellence CG Score 2024 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



**TIA**  
Excellence AGM Level 2024 from  
Thai Investors Association (TIA)



**BCI**  
BCI Asia top  
10 Developer Awards



**CAC**  
Collective Action Coalition  
Against Corruption (CAC)

## STAKEHOLDER

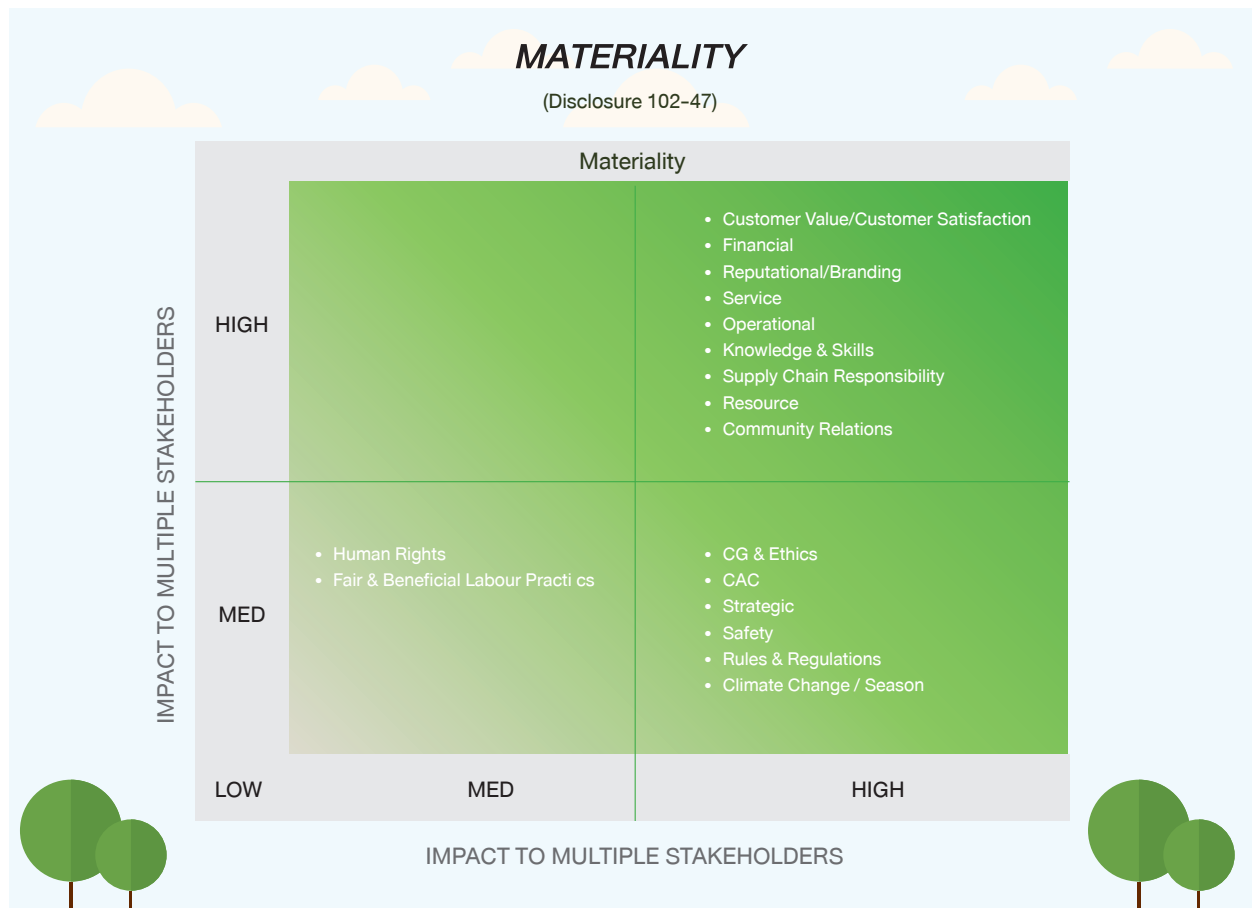
(Disclosure 102-40)






## STAKEHOLDER ANALYSIS

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

	RESEARCH & DEVELOPMENT	SOURCING	OPERATION	SALES & MARKETING	SERVICE
<b>Process</b> 	<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>Interactive Management</li> <li>Service Mind</li> </ul>
<b>Stakeholders</b> 	<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>



## SD STRATEGY AND INITIATIVES

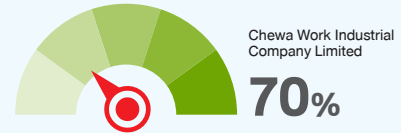
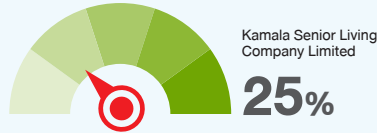
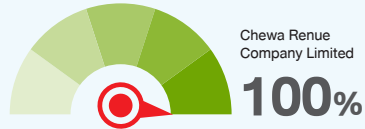
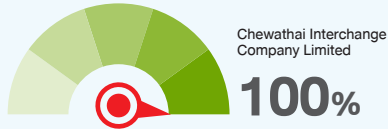
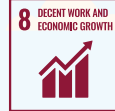
STRATEGY	ASPECT
 <b>Establish a Performance Standards on Green Construction</b>	<ul style="list-style-type: none"> <li>Knowledge Management (KM)</li> <li>Training (In-House Training / On-the-Job Training / Workshop / Seminar)</li> <li>Research &amp; Development (R&amp;D)</li> </ul>
 <b>Monitoring &amp; Controlling Progress to Improve Performance</b>	<ul style="list-style-type: none"> <li>Project Planning</li> <li>Project Control</li> <li>Knowledge Sharing</li> </ul>
 <b>Enhance a Contractors Selection Process (CSP)</b>	<ul style="list-style-type: none"> <li>Risk Analysis in Construction Project</li> <li>Criteria for Specifying Infrastructure Contractors</li> <li>Supplier / Contractor / Vendor Self-Assessment               <ul style="list-style-type: none"> <li>Onsite Audit</li> <li>Onsite Visit</li> </ul> </li> </ul>
 <b>Establish a Stakeholders' Satisfaction Survey System</b>	<ul style="list-style-type: none"> <li>Stakeholders Satisfaction Survey</li> <li>Smart After Sales Service</li> <li>CHEWATHAI Society Project</li> <li>Whistle Blowing</li> </ul>



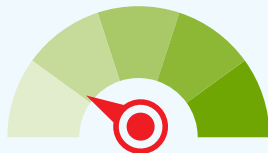
## 2024 PERFORMANCE HIGHLIGHTS

### Sustainability Management

#### The proportion of the company structure

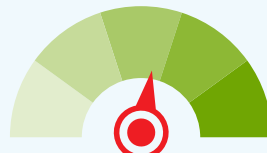


#### The proportion of Free Float Shares (as of December 30, 2024)



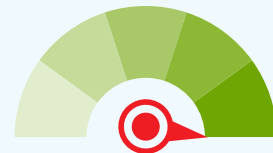
Free Float  
**20.99%**

#### The proportion of independent directors



independent directors  
**50%**

#### The proportion of independent directors in the Nomination and Remuneration Committee



independent directors in the  
Nomination and Remuneration Committee  
**100%**



#### Average meeting attendance of Board Directors

**100%**



#### The proportion of the board of directors attends the training courses

**100%**



#### The proportion of female directors

**33%**



#### Gender Diversity in the Boardroom

#### Director's shareholding (as of December 30, 2024)



Mr. Chartchai Panichewa

**0.16%**

นายพิง หาดทรายน้อย

**0.00%**

Mr. Boon Choon Kiat

**0.00%**

Mr. Chaiyut Techatassanasoontorn

**0.13%**

Pol.Gen. Visanu Prasattongsoth

**0.00%**



Mrs. Somhatai Panichewa

**0.10%**

Mrs. Suporn Burapakusolsri

**0.00%**



Cases of grievances relating  
to corruption in business  
practices

**-none-**

## Employee Development



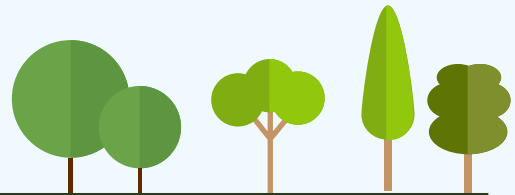
2024 Employee compensation

**59,752,745.00** baht

female Employee compensation

**33,506,901.00** baht

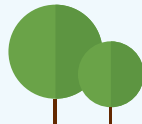
male Employee compensation

**26,245,844.00** baht

## Total number of employees by gender



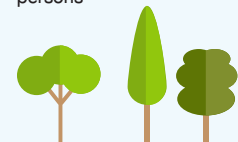
Total number of employees

**206** persons

Male

**94**  
persons

Female

**112**  
persons

Statistics of  
Accidents / Absence /  
Statistics from work  
due to sickness

(Disclosure 403-2)

**0**  
personsEmployee  
turnover rate**3.60%**Employee training  
accounted for**94.26%**  
of all  
employees.

Average annual  
number of training

**22.54**  
hours / persons

The proportion of the  
employees who have received  
code of conduct training  
courses.

**100%**

Case of a Code of  
conduct violation

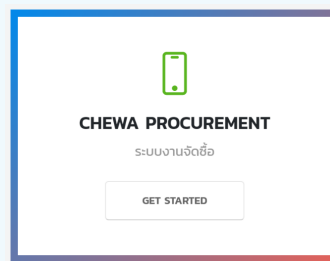
**-none-**



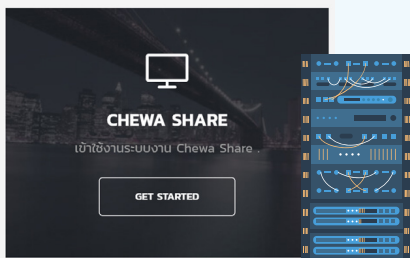
Bringing innovation to work to modernize existing systems; it works well with higher efficiency, saves time and labor, and is able to process with accuracy.



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



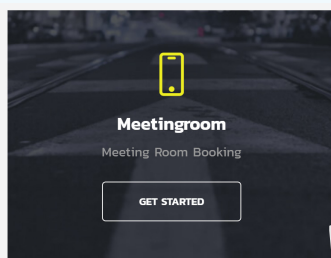
CHEWA PROCUREMENT program, It is a program for purchasing department that supports the procurement process for real estate and budget management.



CHEWA SHARE system, It is a storage area and share information within the company.



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



Meeting room system: it is a program for meeting room reservations.











## MESSAGE FROM EXECUTIVES

(Disclosure 102-14)



In an era where digital technology is advancing rapidly, Artificial Intelligence (AI) has become a key tool that is transforming organizational operations. The adoption of AI within organizations is not just a response to trends but a critical factor that enhances competitive capabilities, creates new opportunities, and improves efficiency in all dimensions of the organization. CHEWA Public Company Limited recognizes the importance of this and is committed to developing the organization in alignment with its set goals. Furthermore, the company has launched CHEWA AI to enhance operational efficiency and support its vision of "Enhancing Sustainability through Artificial Intelligence."



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



“

In 2025, Chewathai focuses on developing real estate products to respond to climate change and technology CHEWA AI was established to apply artificial intelligence technology to design homes, both houses and condos, that prioritize safety, functionality, and well-being of residents, including the selection of healthy materials and the creation

of communities suitable for people of all ages and genders to support changes in the aging society in the future.

”

**MR. YUDHANA BOONSITIVARAPORN,**  
*EXECUTIVE VICE PRESIDENT  
OPERATION*







“

If you need to choose a project management tool, Trello can be used to manage and plan tasks, design workflows, and track progress to ensure no information is missed. It allows comprehensive management in sales and marketing roles, beyond using Line or Email for tracking purposes. Additionally, it enables tagging of departments, groups, and individuals, as well as the ability to measure KPIs effectively.

”

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

“

In today's business landscape, focusing solely on revenue, profit, and customer satisfaction is no longer sufficient. We must also consider society and the environment for the sake of future generations. Currently, AI innovation plays a crucial role in making business operations more efficient and engaging. It provides consumers with new experiences, enhances convenience in accessing services, and delivers rapid results.

Regarding society and the environment, AI helps reduce carbon emissions from various activities aimed at reaching customers. However, this remains a human-centered society, and AI cannot replace the human context. On the contrary, AI complements and enhances human, social, and environmental aspects, making life more convenient, efficient, and aesthetically pleasing. AI is not something to fear; it cannot replace humans but can help develop and empower them.

”

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





“ Integrate the system into a unified workflow to address operational needs, reduce non-value-adding processes, and maximize the efficient use of limited resources. ”

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



“

I believe AI is a highly powerful tool. If we can apply it correctly in our work, it can significantly enhance our efficiency. AI can assist us in managing assets more effectively, such as predicting property prices, assessing asset value, or even reviewing various contracts. This enables us to make faster and more accurate decisions, potentially driving greater profitability for the company.

Ultimately, I see AI playing an increasingly vital role in the real estate industry in the future. It is essential that we learn to leverage this technology to maximize its benefits.

”

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



“

For after-sales service,

AI is a vital tool that enhances operational efficiency. It enables the creation of innovative service solutions while addressing the current needs of customers. This helps reduce errors in workflows, increase speed, and improve overall performance.

Cheeva Care has integrated AI innovations as a tool for training its team to deliver services that meet established standards. It is also utilized for communication of various information and serves as a guide for homeowners to maintain their Chewathai properties. This ensures that residents receive the best service at every step of the process.

”

**MR. JERDPONG MEEPHADUNG,**  
SENIOR VICE PRESIDENT CHEWA  
CARE & CUSTOMER RELATIONS



“

### Elevating Sustainable Procurement Excellence with AI Technology

Artificial Intelligence (AI) technology has become a pivotal force in advancing procurement processes, enabling real-time access to information through automation systems. This leads to more accurate and informed decision-making. Additionally, AI helps optimize procurement strategies, enhancing operational efficiency and effectiveness.

”

**MS. ORATAI ARAYAYAN**  
*SENIOR VICE PRESIDENT*  
*PURCHASING*







“

The application of AI in real estate sales today enhances customer experience, improves team efficiency, and creates a competitive edge in the market. AI technology not only helps reduce long-term costs but also opens opportunities for sustainable business growth in the digital age. It is particularly crucial for sales teams, as AI can analyze customer search behaviors, such as budget, location, and property type, to recommend suitable homes or condos.

Additionally, AI can be integrated into CRM systems to track customer behavior, assess levels of interest, and suggest strategies for closing deals. This enables sales teams to better prioritize customers and significantly increase their closing rates.

”

**MS.APIRADEE PISLAENGAM***SENIOR VICE PRESIDENT SALES*

“

AI has been adopted in organizations to create value and enhance efficiency in workforce development comprehensively. This technology enables rapid data processing and in-depth analysis, allowing organizations to optimize workflows, reduce errors, and promote effective collaboration in the digital era.

”

**MR. PEERAPONG JUMPEESRI**  
*SENIOR VICE PRESIDENT*  
*HUMAN CAPITAL*







“

Chewathai Society is committed to providing the best care, not only for customers but also for society and the environment. Beyond fulfilling tax obligations, the company allocates an annual budget to support residents, the environment, and the community. Additionally, AI technology is employed to enhance awareness among all stakeholders—not solely for sales purposes but to ensure both employees and customers gain a thorough understanding of the products. This reduces living-related issues, promotes waste segregation, and maximizes the utility of all resources.

All these efforts align with Chewathai’s commitment to fostering sustainable innovation for society and the environment, following the company’s core principles of providing the best care for its customers through the Chewathai Society initiative.

”

**MR. POOBEST SAMRANRENGJIT**  
*SENIOR VICE PRESIDENT CUSTOMER  
RELATIONSHIP MANAGEMENT*



“

Looking at Zapier in the field of Digital Marketing, marketing planning, and strategy, it can effectively manage routine or repetitive tasks. Zapier acts as a tool that connects Martech and creates workflows, enabling seamless automation of processes. For example, it can automatically save files from email into Dropbox, transfer customer information from email to a deal pipeline across apps, and sync data from social media into a CRM system.

You could start using Zapier to collect data from Facebook Lead Ads, download leads into Google Sheets, or input them into a CRM. It can also send email notifications to customers or organizational chat apps to inform team members when a new lead is generated. On the output side, Zapier can help automate the distribution of content from a website or one social media platform to other social media platforms. This significantly reduces time spent on tasks and improves overall management efficiency.

”

**MS.PAVEENA CHAISRI**  
*SENIOR VICE PRESIDENT*  
*CHEWA RENUE*





“

Currently, technology and innovation across all industries are rapidly evolving, including innovations in the real estate business. AI technology is playing an increasingly important role, leading to the recognition of the benefits that can be derived from its application in land acquisition processes. This includes analyzing target customer data, such as customer segmentation, predicting customer behavior, analyzing purchasing trends, and forecasting sales. Additionally, AI is used to analyze location data, such as travel patterns, population density, and market demand, among others. All of this is aimed at generating valuable insights that can assist in making informed decisions when selecting land suitable for the development of the company's projects.

”

**MR.AUDOMPORN CHANSRIBUTH,**  
**SENIOR VICE PRESIDENT BUSINESS**  
**DEVELOPMENT & PRODUCT**  
**DEVELOPMENT**



“

In practical terms, AI can be used to assist with customer data collection, bank loan applications, and even serve as an online consultant for customers. For example, when there is a shortage of staff, AI can act as an initial advisor, answering questions such as, “What is the current interest rate?”, “What documents are required for a loan application?”, or “How much can I borrow with this salary?” This allows AI to provide immediate support to customers and improve efficiency.

”

**MR. VISUTH PIRIYAAKKARADEJ**  
*SENIOR VICE PRESIDENT*  
*CUSTOMER SERVICE*







“ In the field of law, AI can enhance the ability to search for legal information. By inputting the desired search criteria, AI can quickly find cases that have been previously judged by the court and share similarities or relevance to the case currently being processed. This is different from traditional methods of case search, and it can be used to assist lawyers in finding cases, predicting case outcomes, and making decisions. With limited data and knowledge, even experienced lawyers may make incorrect predictions. However, AI has access to all relevant information and can predict case outcomes or make decisions with greater accuracy than humans, such as the likelihood of winning a case, potential damages, or the judge’s ruling approach.

”

**MR. NARUPHON JANSWANG**  
**SENIOR VICE PRESIDENT**  
**LEGAL**

“ The company is focused on conducting business while also promoting environmental sustainability, including energy conservation and carbon credits. Everyone must work together to make the world a better place for future generations.

”

**MR.SOMPOL LIMSAPJAROEN,**  
*SENIOR VICE PRESIDENT  
HOUSING CONSTRUCTION*







“

The application of AI technology in the workplace can take many forms. When we think about the actual work process, we realize that it begins with the planning stage. Here, AI can help refine or improve our plans, filling in any gaps and even offering new ideas for repetitive tasks. During the execution phase, AI can assist in various ways. For example, if we need to create formulas or calculations in Excel, we can input the logic or desired outcomes, and AI can generate the appropriate formula. Once the results are obtained, AI can help verify the accuracy of the outcomes or even check the correctness of language, grammar, and spelling.

The key principle when using AI technology is to use it as a tool to enhance the efficiency, completeness, and accuracy of our work, not as a replacement for our tasks. This is because many types of work, especially those involving principled decision-making, creativity, or considerations of social and emotional factors, still require human thinking and judgment. Therefore, AI should be viewed as a way to augment human capabilities rather than relying completely on AI in every step of the work process.

”

**MS. KRASSANEE  
KRASSANAIRAWIWONG**  
*SENIOR VICE PRESIDENT  
ACCOUNTING AND FINANCE*



“

If AI were to be implemented in the marketing and sales department, from a marketing perspective, there is currently no program that fully covers all the needs 100%. However, the focus could be on using programs like Google Sheets to summarize sales data, including updates on bookings daily, weekly, and monthly, by collecting information from all projects. This would start from leads, follow-ups, walk-ins, and bookings, allowing for quick analysis. Both the sales and marketing teams would use the same file to update the data, but one sales team should be designated as the center to manage the formulas or develop the system to ensure it works effectively.

”

**MR. VATCHARA SATHIRANAWIN**  
*SENIOR VICE PRESIDENT*  
*MARKETING – CONDO*





“

Currently, AI plays a significant role in society and business, starting from small things close to home. Many households now have home automation systems, which are AI systems that help manage security and provide convenience in daily life. Mobile phones also use AI technology to enhance user convenience. In the workplace, AI has also become very important as it helps reduce the time spent on routine tasks, allowing teams to use that time to create new work instead. Additionally, AI can assist in summarizing data, creating presentations, and even replacing human communication for repetitive tasks. Furthermore, in the realm of online media, which every company uses, AI is not only employed for ads but also plays a crucial role in data listening for corporate communication.

”

**MS. SATREERAT LAMLERTPANYA**  
*SENIOR VICE PRESIDENT*  
*MARKETING COMMUNICATION*



“

Regarding the trends in AI innovation, it is undeniable that AI is playing an increasingly significant role. Personally, I prioritize learning about AI to further develop and enhance current work systems for maximum efficiency and sustainability. Whether it's leveraging AI to improve market trend forecasting or to develop new projects, its implementation enables business teams to make quick decisions supported by accurate data.

Moreover, the focus is on expanding the use of AI to other relevant areas, ensuring comprehensive development across the organization. By 2025, I am confident that we will emerge as a leader in sustainable innovation.

”

**MR. WANAS WONGMAS**  
*SENIOR VICE PRESIDENT  
BUSINESS DEVELOPMENT*





## ***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.

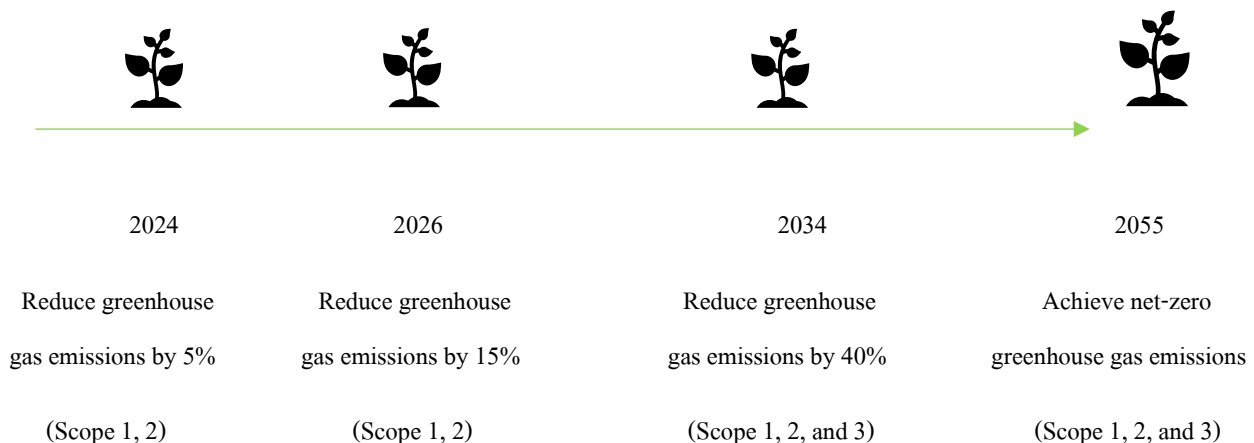
## CLIMATE CHANGE RISK ASSESSMENT

(Disclosure GRI 201-2)

1. **Regulatory Risk:** Due to changes in government policies and regulations, such as the draft Climate Change Act and carbon tax implementation, the Company may face increased operational costs and challenges in the sale of projects.
2. **Strategic Risk:** Stakeholder concerns about the Company's negative image related to climate change could impact operations and lead to a reduction in market share.
3. **Operational Risk:** Changes in the market, such as an increasing demand for environmentally friendly products, may lead to additional operational steps and higher costs.
4. **Financial Risk:** Natural disasters may disrupt operations, potentially resulting in the Company losing revenue.

### Goals and Approaches for Reducing Greenhouse Gas Emissions

The Company is committed to taking action in response to climate change and has set a goal to achieve net-zero greenhouse gas emissions by 2055. Data has been collected for comparison with the baseline year of 2024, and short-term and medium-term goals have been established to make tangible progress toward the ultimate goal.





The Company has established guidelines for projects in collaboration with the Stock Exchange of Thailand under the "Care the Bear" initiative, aiming to address climate change by reducing greenhouse gas emissions (GHGs). The following environmentally friendly practices are implemented in the activities:

1. Promote the use of public transportation or carpooling to the events.
2. Reduce paper and plastic use from documents and packaging.
3. Eliminate the use of foam from packaging or decorative materials.
4. Reduce energy consumption from electrical devices or switch to energy-efficient equipment.
5. Design using materials that can be reused.
6. Minimize food waste by serving appropriate portions and ensuring food is consumed completely.

In particular, the company has promoted electronic meetings to reduce travel, paper, documents, plastic, and packaging used in meetings in 2024 as part of the "Care the Bear" initiative. This is also part of the company's effort to reduce environmental problems. According to the greenhouse gas reduction data on the website <https://climatecare.setsocialimpact.com/>, the company has successfully reduced carbon footprint by 3,750.27 kgCO<sub>2</sub>, which is equivalent to the CO<sub>2</sub> absorption of 417 trees per year. In proportion, the company has managed to reduce greenhouse gas emissions by 24%, demonstrating a consistent effort in raising awareness about resource reduction under the project. (Related documents: QP-SEC-801, Procedure on Company Activities that Promote Behavior to Reduce Greenhouse Gas Emissions (GHG), including GHG Emission Calculations, WM-SEC-101, Environmental Activity Operation Manual)



## 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"

#### 1. 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.



## 2. Chewarom New Ratchaphruek Project

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

### GREEN CONCEPT

- 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.





## **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.**

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 CO2 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.

### **SELECTED STANDING TIMBER IN CO2 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 CO2e, and some species can be exchanged for "carbon credits."

### **MAINTENANCE GREEN & DEVELOP AREA**

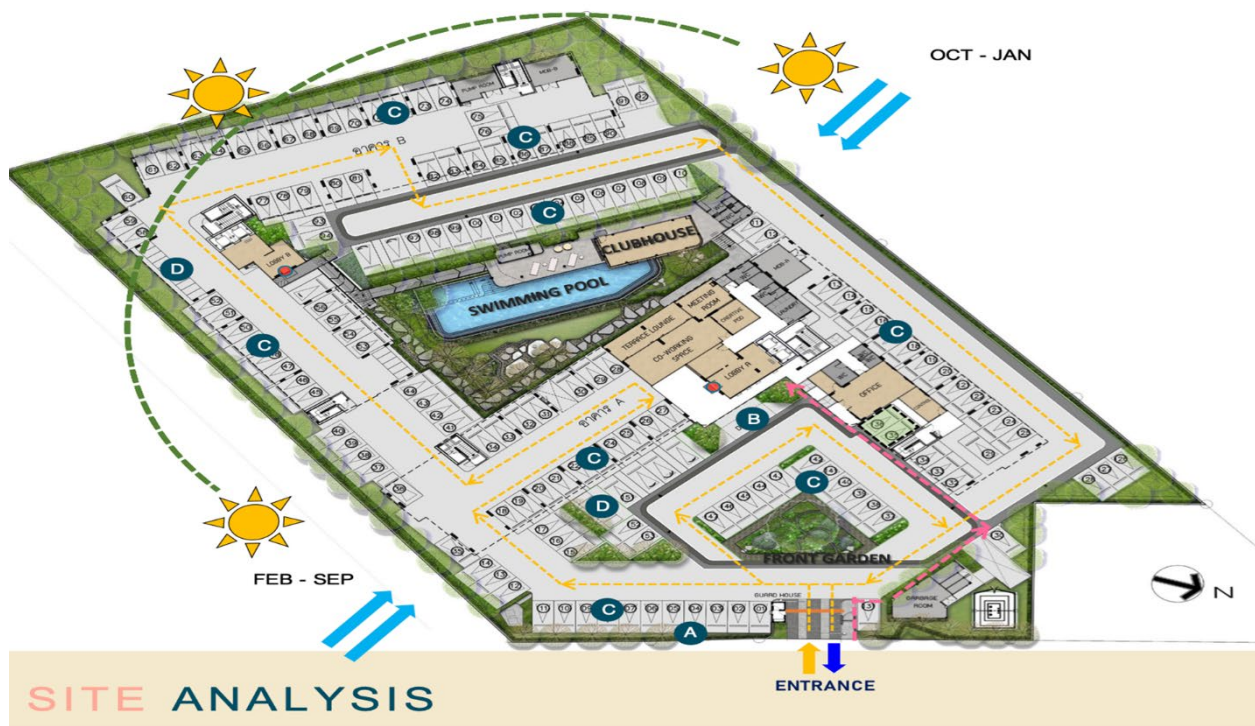
Before developing a project area, a thorough inspection is conducted to ensure minimal environmental impact. This includes preserving the natural state of the land, maintaining and caring for existing trees, and implementing measures to maintain and repair adjacent areas. The aim is to reduce waste discharge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

## Resource Management and Efficient Use of Materials

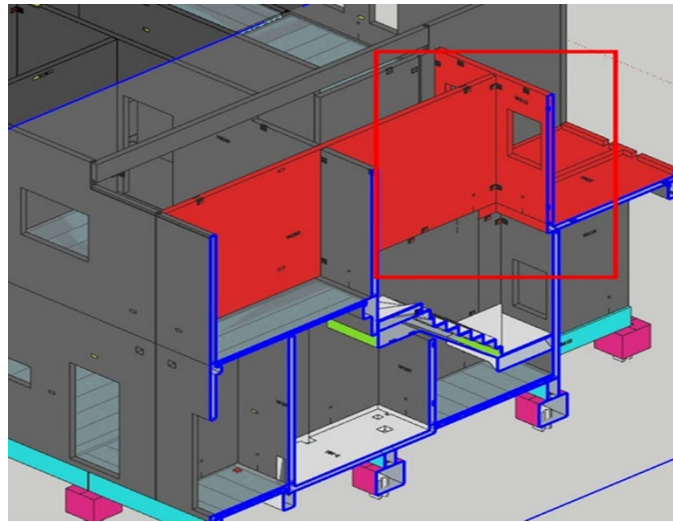
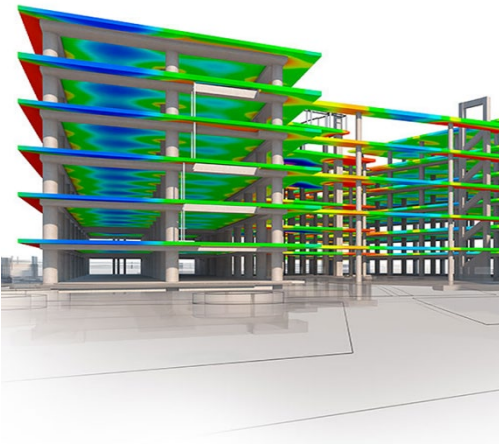
**2.1 Management of Construction Materials and Products Efficiently** following the principles of the Circular Economy.

### 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.



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.





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."

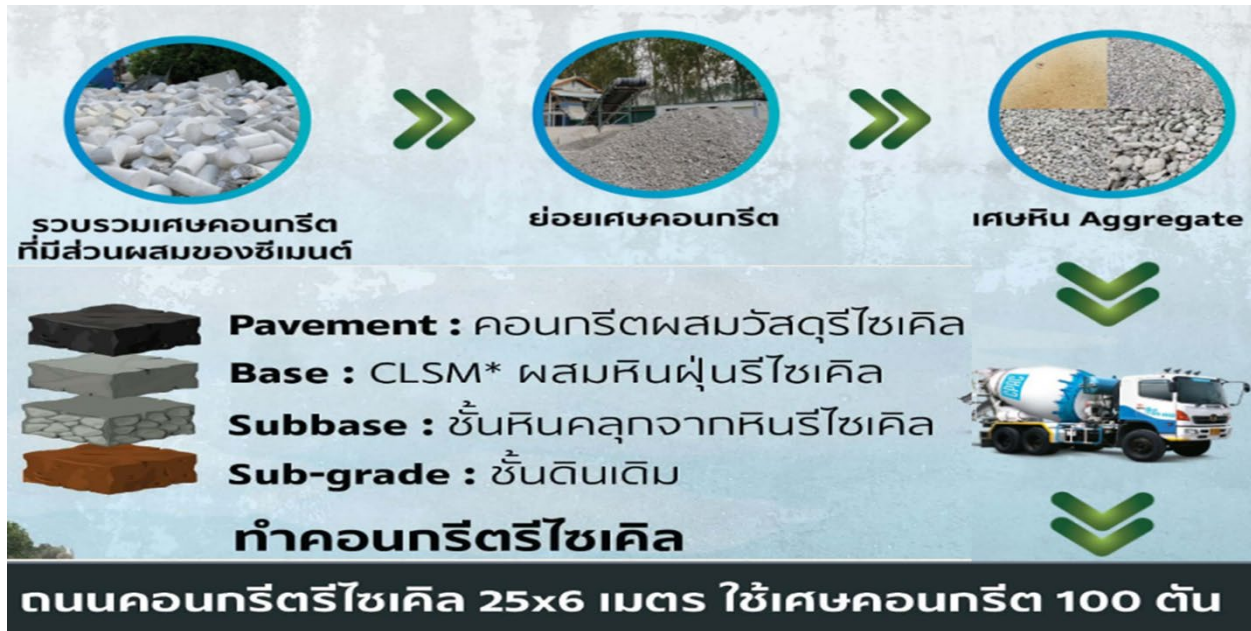
### Selection of Environmentally Friendly Products (MATERIAL GREEN BY RECYCLE)

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.

The infographic displays several environmental and sustainability certifications and standards used by Chewathai:

- Green Label:** ผ่านกระบวนการผลิตที่เป็นมิตรสิ่งแวดล้อมของประเทศสิงคโปร์ (Produced through an environmentally friendly process in Singapore).
- Green Guard Gold:** มาตรฐานการตรวจสอบค่าสารระเหยของประเทศสหรัฐอเมริกา (US Environmental Protection Agency's standard for testing volatile organic compound (VOC) levels).
- FSC:** ผลิตจากไม้ที่ใช้ไม่จากป่าปลูกเพื่อใหการจัดการป่าไม้ของโลกเป็นไปอย่างมีความสมดุลทั้งเศรษฐกิจ สังคม และสิ่งแวดล้อม (Produced from wood that is not from planted forests to ensure the world's forests are managed in a balanced way for economic, social, and environmental sustainability).
- ISO 14001:** มาตรฐานระบบจัดการสิ่งแวดล้อม (Environmental management system standard).
- Carbon Footprint Labels:**
  - ฉลากลดคาร์บอนฟุตพริ้นท์ของผลิตภัณฑ์ (Product carbon footprint label).
  - ฉลากลดคาร์บอนฟุตพริ้นท์ของผลิตภัณฑ์ หรือ ฉลากลดโลกร้อน (Product carbon footprint label or Climate Change label).

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.



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.

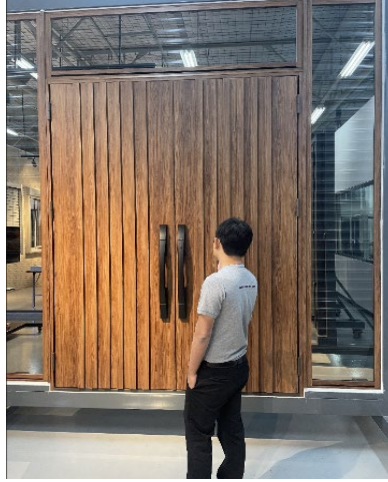


1. **Siam Grand Aluminum** held discussions on consumer behavior, as well as environmental measures aimed at reducing emissions. These discussions were intended to enhance and develop future business strategies. Additionally, the event served to strengthen the relationship between Chewathai and its business partners on May 31, 2024.





2. **Tostem Factory** Visit Tostem, a leading manufacturer of high-quality door and window panels from Japan, provided an opportunity to study, observe, and learn about its production processes. The insights gained from this visit will be used to enhance and develop future business operations. Additionally, the visit helped strengthen the relationship between Chewathai and its business partners on June 20, 2024.



3. **Cotto Life Showroom** Visit Cotto Life, a leading Thai manufacturer and distributor of sanitary ware and tiles, is renowned for its innovative color designs that cater to modern living. The visit included an in-depth tour of its laboratory, production processes, logistics systems, and warehouse operations. Insights from this visit will be utilized to enhance and develop future business operations. Additionally, the event fostered stronger relationships between Chewathai and its business partners on September 11, 2024.



## ENERGY/ELECTRICITY MANAGEMENT

(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.

- Target to reduce electricity consumption at the headquarters by 5% in 2025
- In 2024, the company was able to reduce electricity consumption by 34% compared to 2023.

Electricity Consumption	2023	2024
Head Office	66,370	60,024
Total Number of Employees (Head Office)	37	51
average per person	1,794	1,177

### 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

(GRI 3-3)

The company recognizes the importance of water resources, as they are limited and at risk of scarcity. Additionally, the business requires water for various activities. Therefore, the company places emphasis on reducing the impact of water use from operations, selecting sustainable water sources, and managing wastewater discharge to ensure it does not affect surrounding water users. A contingency plan is also in place to address water shortages and ensure business continuity. The company has set targets to reduce water consumption and encourages stakeholders to participate in water conservation, starting with employees at the headquarters. The company promotes awareness of the value of water, fosters cooperation, and campaigns for responsible water use.

- The goal is to reduce water consumption at the headquarters by 5% by 2026.
- In 2024, the company was able to reduce water usage at its headquarters by 6.4% compared to 2023.

Water Consumption (Cubic Meters)	2023	2024
Headquarters	150	179
Total Number of Employees	37	51
Average per person	3.75	3.61

### Water Resource Management Guidelines for the Office Building

1. Promote water conservation awareness among employees by creating informational materials within the company.
2. Set a regular inspection schedule for the plumbing system and sanitary fixtures to prevent water leaks.
3. If employees notice any water leakage, they can immediately report it to the relevant department or via Line: Chewa care.

## Water Quality Management - Wastewater Analysis Results

Water samples were collected from the wastewater collection pit in the condominium area with residents, with one sampling point, from January to December 2024, for the Chewathai Kaset-Nawamin and Chewathai Residence Thonglor projects. The summary of the water quality analysis results is as follows:

**- Wastewater Quality Measurement Results - BOD (Standard Value <20)**

[illegible]

**- Wastewater Quality Measurement Results - TSD (Standard Value <500)**

Wastewater Quality TSD (500)	2024											
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Project												
Chewathai Kaset-Nawamin	309	375	114	344	190	184	234	240	208	234	190	286
Chewathai Residence Thonglor	462	412	482	482	406	406	492	460	456	330	330	398

- **Wastewater Quality - SS (Standard Value <30)**

[illegible]

Additionally, used water, especially in construction areas, is systematically managed by the company to treat wastewater so it can be recycled for reuse. This reduces water pollution that could negatively impact the environment and also helps lower production costs. The treated water is clean enough to be reused in various processes, such as for domestic use, toilets, watering plants, and cleaning truck wheels entering and leaving construction sites. This maximizes its value and benefits before it flows into public water sources. As a result of water savings by recycling treated water for plant irrigation within the project, the company is able to save at least 10,000 baht per month per project in water bills.



## 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 September to December 2024 as follows:

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

Project	SEP	OCT	NOV	DEC
Chewathai Hallmark Ekkamai-Ramintra	0.020	0.085	0.047	0.048

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

Project	SEP	OCT	NOV	DEC
Chewathai Hallmark Ekkamai-Ramintra	0.0107	0.0220	0.0188	0.0264



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.

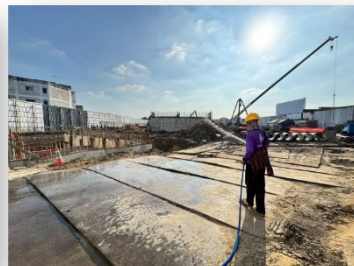
### 2. Reducing dust sources:

- **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.



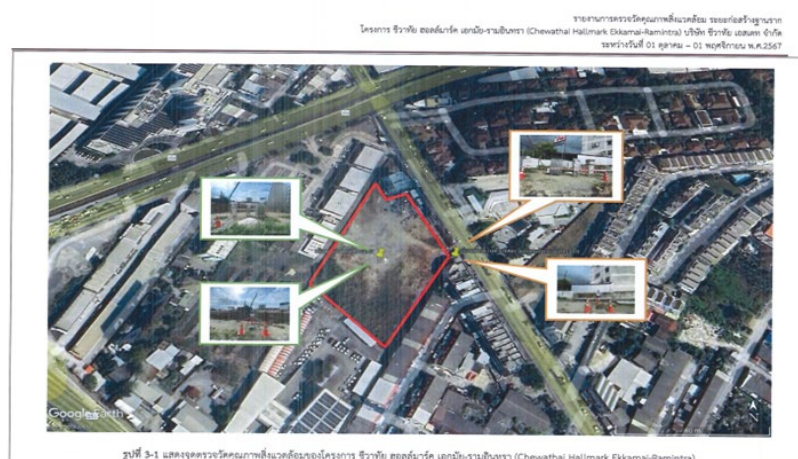
### Activities to reduce air pollution within the construction project:

- 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.



### Documents for pollution emission data collection compared to standard values

Environmental quality monitoring point layout



## 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 September to December 2024 as follows:

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

Project	SEP	OCT	NOV	DEC
Chewathai Hallmark Ekkamai-Ramintra	74.0	72.40	68.70	69.30



### Monitoring Data Comparison with Standard Values

Chewathai Hallmark Ekkamai-Ramintra Project

ดัชนีที่ทำการตรวจวัด	หน่วย	ลำดับจุดตรวจวัด		ค่ามาตรฐาน	สรุปผล
		1	2		
ปริมาณฝุ่นละอองรวม (TSP)	มก./ลบ.ม.	0.056	0.036	0.33 <sup>(3)</sup>	✓
ปริมาณฝุ่นละอองขนาดเล็ก (PM-10)	มก./ลบ.ม.	0.0481	0.0289	0.12 <sup>(3)</sup>	✓
ปริมาณไนโตรเจนไดออกไซด์ (NO <sub>2</sub> ) สูงสุดใน 1 ชม.	มก./ลบ.ม.	0.0167	0.0128	0.32 <sup>(4)</sup>	✓
ปริมาณซัลเฟอร์ไดออกไซด์ (SO <sub>2</sub> ) สูงสุดใน 1 ชม.	มก./ลบ.ม.	0.0188	0.0170	0.78 <sup>(2X3)</sup>	✓
ปริมาณคาร์บอนมอนอกไซด์ (CO) สูงสุดใน 1 ชม.	มก./ลบ.ม.	7.0730	4.7371	34.20 <sup>(1)</sup>	✓
ปริมาณไฮโดรคาร์บอนรวมทั้งหมด (THC)	PPM	4.63	4.52	*	-
ระดับเสียงเฉลี่ย 24 ชม.	dB(A)	67.5	63.1	70.0 <sup>(5)</sup>	✓
ระดับเสียงสูงสุด	dB(A)	109.5	86.9	115.0 <sup>(5)</sup>	✓
ระดับเสียงรบกวน	dB(A)	10.0	8.2	10.0	✓
ความสั่นสะเทือน	mm/s	2.585	-	5.0	✓

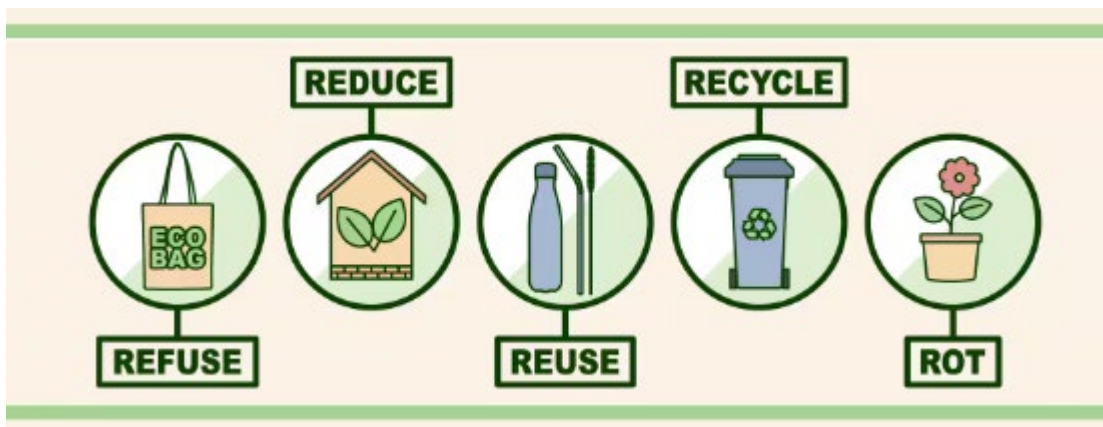


## MANAGEMENT OF NON-HAZARDOUS WASTE AND NON-HAZARDOUS MATERIALS

(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



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

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

The company has organized waste management activities, including waste segregation, extending the lifespan of materials, and reducing waste volume. Containers are provided for sorting different types of waste, and employees and business partners are encouraged to apply waste management knowledge. Activities related to environmental management have been designed. In 2024, the company successfully segregated 68 kilograms of plastic and glass bottles, which helped reduce carbon emissions by 70.72 Kg/CO<sub>2</sub>. The amount of waste has been reduced by 41.88% compared to the previous year, which is considered to have achieved the set target. These materials were donated to organizations that upcycled them for further use. The donated plastic bottles were processed into yarn and woven into fabric to create PPE suits for monks during religious ceremonies.

- **Goal: To reduce non-hazardous waste and non-hazardous materials by 5% in 2025.**



## Non-Hazardous Waste Management Project within the Company

### 1. Paper Usage Management Project

The company makes use of office materials, especially paper, to print information that is easy to read, clear, and well-organized for searching, checking, and storing. However, based on current usage, the company's paper consumption has been increasing, leading to a continuous rise in paper waste. The management team recognizes the urgent need to optimize paper usage to reduce waste and lower costs while supporting the Chewa Goes Green initiative for environmental care. Therefore, the company has launched the Paper Usage Management Project, with the primary objective of seriously and concretely reducing paper consumption, as follows

1. Raise awareness of efficient resource utilization, especially paper usage within the company.
2. Communicate to employees at all levels and ensure strict compliance.
3. Continuously monitor, review, and report on the company's paper usage.
4. Promote the use of Information Technology (IT), online media (social media), electronic document management (e-office), electronic documents (e-Document), electronic meetings (e-Meeting), and shared databases such as LAN and Intranet.

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

(1) **Human Resources (HR) Department** initiated the project "**Love the Earth, Reduce Carbon Paper Usage Together.**" This project replaced printed carbon paper pay slips with an **E-Pay Slip** system through the **HumanOS Employee Self-Service platform**. In the initial phase of the project in 2021, the company saved **3,060 THB per year** on printing costs.

(2) **High-Rise Project Sales Department (Sales CHEWA Condo)** launched the "**Third-Page Paper Bank**" project to reduce paper procurement and encourage the reuse of paper. The project aims to establish internal best practices, such as using both sides of the paper and sorting paper waste for donation to external organizations that can repurpose it. For example, the **Foundation for the Blind in Thailand** receives donated paper to produce Braille books for visually impaired individuals. Most importantly, the project is expected to **reduce paper consumption** from **three reams (1,500 sheets) to two reams (1,000 sheets)**.

(3) **High-Rise Project Sales Department (Sales CHEWA Condo)**, including projects such as **Chewathai Hallmark Ladprao-Chokchai 4, Chewathai Kaset-Nawamin, and Chewa Heart Sukhumvit 36**, launched the "**Save Green Save World**" project. This initiative aims to **continuously control and reduce paper usage**, promote awareness of maximizing resource efficiency, and minimize waste generation. The project implements practices such as **carefully reviewing documents before printing, reducing paper margins to lower paper consumption by approximately 5%, and using both sides of the paper.**



(4) **Legal and Compliance Department** initiated the "**Chewathai Cares for the Earth: Reduce Paper Usage**" project. This initiative seeks to **cut the company's and business partners' contract documentation paper usage by 50%** by ensuring that all printed documents utilize **both sides of the paper**.

(5) **Customer Service Department (CHEWA Smart Transfer)** launched the "**HUG GREEN**" project to **control and reduce paper consumption**, promote resource efficiency, and ensure sustainable paper usage reduction. The project includes measures such as **tracking paper usage statistics and setting a goal to reduce paper consumption by 10% per month**, **printing on both sides of the paper**, and **incorporating technology into operations to minimize paper usage**.



## 2. Plastic Reduction Project

The company has established a policy to reduce waste generation within the organization to foster awareness of responsible resource utilization, encourage participation in efficient waste management, and promote sustainability initiatives that benefit both society and the environment. For example, avoiding plastic bags when purchasing a small number of items, using reusable containers or utensils such as cloth bags, baskets, and tiffin boxes, carrying personal essentials like water bottles and cups to reduce plastic bottle consumption, reusing plastic bags or foam containers, and choosing products made from naturally biodegradable materials, such as paper-based packaging.

**This initiative is expected to reduce carbon emissions by approximately 40 KG/CO2 per year.**



## Projects and Collaborations with Other Organizations

### 1. "Keeping Paper for a Purpose" 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.





## 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, 2024,** the company has a total of 137 employees, with a total of 206 employees throughout the year.

#### Breakdown by age:

- Under 30 years: 34.47%
- Aged 31-50 years: 60.68%
- Over 50 years: 4.85%

#### Breakdown by position:

- Operational level: 83.98%
- Management level: 13.59%
- Senior executive level: 2.43%

#### Average turnover rate per month (2022-2024):

- 2022: 4.06% (Male: 1.77%, Female: 2.29%)
- 2023: 4.67% (Male: 1.77%, Female: 2.90%)
- 2024: 3.60% (Male: 1.50%, Female: 2.10%)

## Human Rights

The company operates its business with a strong emphasis on the environment, society, and corporate governance (Environment, Social, and Governance or ESG), integrating human rights protection into its business processes. The company promotes and supports the respect for human rights within the organization, preventing any violation of human rights towards employees or stakeholders. It also prioritizes human resources based on principles of fairness, equality, and human rights, ensuring no violations occur towards employees or relevant stakeholders. This is in accordance with the company's Corporate Social Responsibility policy (related documents: PC-CWG-002 Corporate Social Responsibility Policy, PC-CWG-028 Human Rights Policy).

1) Activities to Build Good Relationships Among Employees (Employee Relations) The company provides welfare programs to foster relationships, create unity, and conduct team-building activities to improve interactions within the organization. These activities help everyone work together to solve problems and build a positive attitude towards work in order to achieve common goals. Examples include organizing annual gatherings, team-building events, and sports competitions.

2) Practices for Employee Selection Free from "Bias" Based on Education, Gender, or Political Beliefs

The organization holds the belief that when all members of the organization work together without "bias" and with a strong sense of "social equality," it enables employees to work effectively, smoothly, and happily within the organization. Therefore, the company ensures that its employee selection practices are free from discrimination based on education, gender identity, or political values.

3) Respect for the Right to "Freedom of Expression" The company has established concrete practices, such as the "You Complain, We Listen" and "Boon... Wait... Listen" projects, to allow employees to communicate directly with management without going through their supervisors or any department within the organization, in order to maintain confidentiality beyond the regular grievance procedures. These programs allow employees to report concerns without the need to disclose their names. Employees can file complaints against their supervisors, report issues that may cause harm to the organization, provide information or tips on corruption, or highlight instances of mistreatment or unfair practices (Related documents: "You Complain, We Listen" and "Boon... Wait... Listen" programs).

## Dissemination Channels

Through the company's website [www.chewathai.com](http://www.chewathai.com), to inform business partners and stakeholders of the company's commitment and principles regarding human rights issues, as well as to communicate this information to employees.



## Human Rights Due Diligence Process

1. Define the scope: Define the scope of the comprehensive human rights due diligence process, considering relevant issues such as labor rights, community rights, supply chain, security and safety, environment, and consumer rights. Ensure that the human rights issues being reviewed cover all relevant stakeholders.
2. Identify potential human rights risks: Identify potential risks that may arise from business activities throughout the value chain. This includes guidelines for considering human rights issues in mergers, acquisitions, and joint ventures with new companies. A review of risk management plans and potential risk trends should be conducted systematically.
3. Assess human rights risks: Conduct assessments of human rights risks by considering the severity of potential impacts and the likelihood of violations occurring. The severity of risks should be categorized into three levels: low, medium, and high.
4. Define measures to mitigate human rights impacts: The company has analyzed potential risks and established existing or potential control and mitigation measures. Additionally, new measures have been developed to reduce the likelihood or severity of human rights risks and their impacts on stakeholders.
5. Monitoring and reviewing human rights performance: There are procedures for addressing and remedying any human rights impacts that may arise, as well as evaluating the company's human rights policies. This includes reporting the assessment results to the company's board of directors.
6. Remedying impacts: The company will strictly adhere to the United Nations Guiding Principles on Business and Human Rights (UNGP) when human rights impacts occur due to business operations. The company will cooperate in processes that consider fairness and transparency, and will implement remedial measures, including financial and other forms of assistance, to help those affected by the company's activities.

**Human Rights Risk Assessment**

Includes key issues for business operations as follows:

**Customer Rights**

- Discrimination against customers
- Personal data security

**Partner/Contractor Rights**

- Health and safety of partners and contractors
- Discrimination against partners and contractors
- Illegal employment practices, such as child labor and migrant labor

**Employee Rights**

- Discrimination against employees
- Employment conditions
- Employee health and safety

**Community/Society Rights**

- Health and safety in the community
- Waste management

**Complaint Channels**

1. Mail, sent by post or directly submitted to the Audit Committee of Chewathai Public Company Limited at:  
1168/80 Lumpini Tower, 27th Floor, Unit D, Rama IV Road,  
Thung Maha Mek, Sathorn District, Bangkok 10120, Thailand
2. Email: [auditcommittee@chewathai.com](mailto:auditcommittee@chewathai.com)

All complaints will be treated with the highest confidentiality, and the complainant may use more than one channel. It is not necessary to disclose the complainant's identity. However, if the complainant chooses to reveal their identity, the company will be able to inform them of the progress or provide additional details regarding the complaint.

## Labor and Human Rights Operations Results

Operational Goals	Operations Results 2024
Employees must undergo human rights training through the online system, with at least 90% completion by the year 2025.	Disclose information in 2025.
Communicate through various channels to all stakeholders: <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%</li> <li>• Business partners or stakeholders: 100% via 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.	Carry out annually.

## 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 2024:

- 100% of new employees received training.
- The company provided training courses for 206 employees, totaling 4,643.00 hours, with an average of 22.54 hours per employee per year.
- Training goal: 12.00 hours per employee per year: Actual Performance for 2024: 12.54 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 4, 2024, with a total of 62 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.

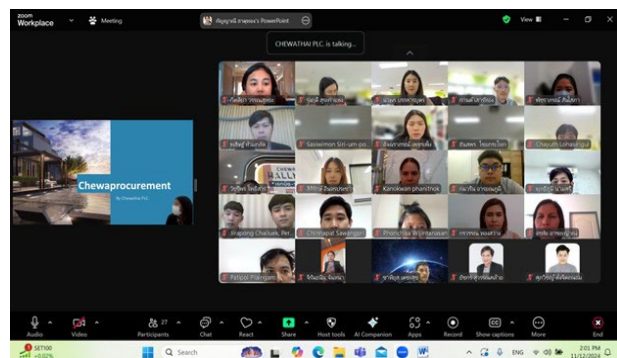
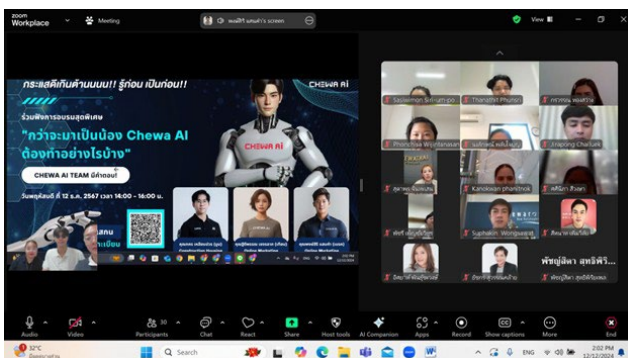
This allows employees to develop skills specific to their roles.

## 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 2024

The seminar was conducted across **seven universities**:

- **Rajamangala University of Technology Rattanakosin Bophit Phimuk Chakkrawat**
- **Ratchaphruek University**
- **University of the Thai Chamber of Commerce**
- **King Mongkut’s University of Technology North Bangkok**
- **Kasetsart University, Bangkhen Campus**
- **Huachiew Chalermprakiet University**
- **Southeast Asia University**

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





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

(GRI 2-19, GRI 2-20)

the company paid a total of 59,752,745 baht in compensation to its employees

- Male: 26,245,844-baht, (44%)
- Female: 33,506,901 baht (56%)

### **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, 2024**, the total number of employees is 137, with 116 employees voluntarily enrolled in the provident fund, representing 84.67%.

## 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, 2024**, the company had a total of 137 employees, with 37 employees voluntarily enrolled in the Employee Joint Investment Program (EJIP), representing 27%.

## Employee Benefit Reserves

For the years 2022-2024, 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:

Employee Benefit Reserves	2022	2023	2024
UNIT (Baht)	14,935,816.19	16,243,083	20,247,154.29
Employee benefit reserves are calculated based on the employee's age and years of service.	17 years	16 years	15 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 2023**, 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 2024, 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***

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***

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

- The company uses a fingerprint scanning system to control office entry and exit, allowing access only to authorized personnel.
- 24-hour security staff are stationed to ensure a safe working environment, with CCTV cameras installed for real-time monitoring of visuals and sound.
- Regular assessments of workplace lighting are conducted, with plans to improve brightness and replace fluorescent lights with LED lights.
- All employees are required to maintain cleanliness and organization in their respective work areas.
- Supervisors at all levels must lead by example, guiding, training, and motivating employees to work safely.
- A comprehensive fire prevention and suppression plan is in place.
- Sufficient fire alarm systems are installed to cover all work areas appropriately.
- Clearly marked emergency exit signs and fire escape route signs are provided.



- Fire escape routes are designed for easy and quick evacuation.
- Fire extinguishing systems and portable fire extinguishers are installed in accessible, unobstructed areas and are regularly checked to ensure proper pressure and readiness.
- The company prioritizes safety by sending representatives to participate in fire drill training organized annually by the office building management.
- Annual fire drills and emergency training are conducted to ensure maximum safety during fire emergencies (Fire Emergency Model).
- Etc.

### **Employee and Partner Safety and Occupational Health Management**

For the year 2024, the company prioritizes ensuring the safety and well-being of employees and business partners while maintaining its business operations as follows:

1. Implementation Plan for Professional Occupational Safety Officers (JorPor. Wichachip): The company has a plan to appoint professional occupational safety officers to strategize, prevent, and enhance workplace safety and health for employees and business partners. Additionally, safety equipment and emergency response measures will be installed, such as Automated External Defibrillators (AEDs), fire evacuation drills, and various safety training programs.
2. Air Purifier Installation Proposal: The company has proposed the installation of air purifiers at its headquarters and sales offices.

**Summary of accident statistics, work stoppage rates, or work-related illness rates for the year 2024:**

Performance Results	Target	2024			
		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	0	0	0	0



## **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**

- Supporting flood mitigation efforts for local communities, particularly along Nuan Chan Road, extending to 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.



## Sustainable Community Support Project

1. Donated survival kits and financial assistance totaling **48,895.99 THB** to support students affected by the northern region floods. The donation was given to students at **Ban Pa Lao School, Mae Tha District, Lamphun Province**, on **August 28, 2024**.



2. Brought joy to children at **Wat Bang Krai Nai Community School** by preparing and distributing snacks, food, and various gifts on **December 27, 2024**.



3. Dispatched a team to **Wat Bang Krai Nai Community School** to assess their needs and carry out necessary improvements to enhance the school's facilities.



## 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

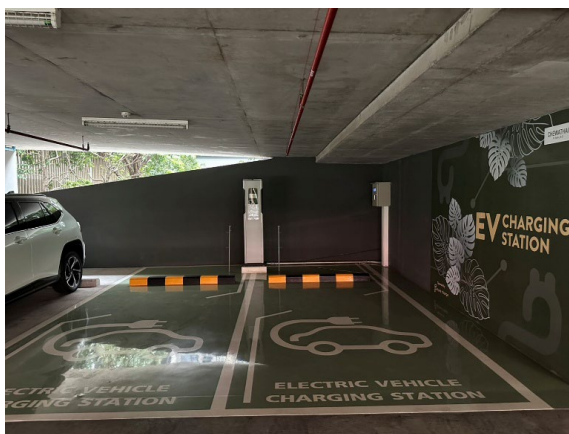
The company integrates **innovation and technology** into residential living to enhance convenience for customers, allowing them to control their homes remotely via mobile devices. These innovations also contribute to **energy efficiency**, reducing electricity and water consumption while enhancing security,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





## ANTI-CORRUPTION AND BRIBERY

(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*  
*1168/80 Lumpini Tower, 27th Floor, Unit D, Rama IV Road, Thung Maha Mek, Sathon, Bangkok 10120*
- **By Email:** [auditcommittee@chewathai.com](mailto: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 2024

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

## RISK MANAGEMENT PROCESS

(GRI 2-16, GRI 3-3, GRI 205-1)

### Risk Management Policy and Plan

Chewathai Public Company Limited recognizes that risk management is an integral part of good corporate governance, serving as a fundamental element that enables the company to achieve its objectives. Identifying and managing risks support better decision-making and help minimize impacts to an acceptable level by considering both internal and external factors.

The company regularly evaluates risks in all aspects, covering:

1. **Strategic Risks** – Risks that affect the company's long-term direction and competitive positioning.
2. **Operational Risks** – Risks arising from internal processes, systems, and human factors.
3. **Financial and Reporting Risks** – Risks related to financial stability, reporting accuracy, and economic fluctuations.
4. **Regulatory Compliance Risks** – Risks associated with laws, regulations, and compliance requirements imposed by regulatory authorities.

The risk assessment process includes evaluating the likelihood and severity of potential risks, implementing preventive and mitigation measures, assigning responsible parties, and establishing reporting and monitoring mechanisms to assess the effectiveness of risk management strategies.

By integrating risk management into its corporate framework, the company ensures proactive decision-making, sustainable business growth, and resilience in an ever-changing environment.

### Risk Management Policy

1. **The company operates within an acceptable level of risk** to achieve its objectives and meet stakeholder expectations. Risk management is integrated into daily operations, decision-making processes, and project management activities.
2. **All executives and employees** are responsible for implementing the risk management system by identifying, assessing, and managing risks within their areas of responsibility. This includes establishing appropriate mitigation measures.
3. **The company ensures that the risk management process aligns with best practices** to maintain efficiency and consistency across the organization.
4. **Regular training, communication, and dissemination** of risk management-related information are provided to raise awareness, knowledge, and understanding among employees and relevant parties.
5. **Risks that may impact the achievement of the company's objectives** must be managed through the following actions:



- **Timely identification** of potential risks.
  - **Assessment of the likelihood and impact** of identified risks.
  - **Implementation of risk management measures** in accordance with established guidelines, considering associated costs and expected benefits.
  - **Ongoing monitoring and supervision** to ensure risks are managed effectively.
6. **High and critical risks that may affect the company's business plans and strategies** must be reported to the Executive Committee, Audit Committee, and Board of Directors at least **twice a year**.
  7. **The company implements preventive and mitigation measures** to avoid potential damage or loss and conducts regular monitoring and evaluation of risk management effectiveness.
  8. **Advanced information technology systems** are integrated into the company's risk management processes. Employees at all levels are encouraged to access risk-related information, and an effective reporting system is established to keep management informed.

For more details, please visit the company's **Risk Management Policy** on the official website:

🔗 <https://investor.chewathai.com/th/corporate-governance/other-policies>

## Enterprise Risk Management Process

The company has established an annual risk management plan, identifying key enterprise-level risks to mitigate potential threats. Risk management planning follows the **Committee of Sponsoring Organizations of the Treadway Commission – Enterprise Risk Management (COSO-ERM)** framework, with the following steps:

### 1. Risk Policy and Governance Framework

- Establishing a clear risk management policy aligned with the company's business strategy and corporate governance best practices.
- The **Risk Management Committee** is responsible for overseeing and monitoring the company's risk management activities.

### 2. Risk Identification and Assessment

- Analyzing and evaluating potential risk factors affecting the organization, covering economic, social, technological, and environmental aspects.
- Assessing the likelihood and severity of risks to determine preventive measures and mitigation strategies.

### 3. Risk Mitigation and Control

- Implementing appropriate measures to manage risks based on four key strategies:
  1. **Risk Avoidance** – Eliminating activities that pose high risks.
  2. **Risk Reduction** – Implementing controls to minimize risks.
  3. **Risk Transfer** – Shifting risks through contracts or insurance.
  4. **Risk Acceptance** – Recognizing and managing risks within acceptable thresholds.
- Applying **internal control systems** to reduce the likelihood and impact of potential risks.

### 4. Risk Monitoring and Review

- Conducting regular reviews and evaluations of risk management processes.
- Adjusting and improving risk management measures in response to changes in the business environment.

### 5. Building a Risk-Aware Corporate Culture

- Encouraging employees at all levels to recognize the importance of risk management.
- Providing continuous training and knowledge-sharing on risk management practices.

The company is committed to embedding risk management as an integral part of its corporate culture, ensuring business stability, transparency, and long-term sustainability.

### Emerging Risks and Risk Management Strategies

In addition to managing existing significant risks, the company also prioritizes emerging risks. Based on risk analysis and assessment, the company has identified key risks, including:

1. **Technological advancements impacting traditional business operations**
2. **Cybersecurity threats**
3. **Risks associated with innovation and product development to meet the demands of the expanding middle-class and aging population**

#### 1. Risk from Technological Advancements Impacting Traditional Business Models

The rapid advancement of digital technology, combined with shifting consumer behavior, has pushed leading companies to integrate new technologies for greater operational flexibility. Modern business competitiveness relies heavily on advanced technology, data connectivity, and digital transformation to create new business opportunities and enhance customer experience. Technological advancements have also transformed traditional business models, construction processes, work methods, and services.

**Risk Management Strategies:**

- **Exploring and Adopting New Technologies:** The company seeks opportunities in emerging technologies to support business expansion and long-term growth. It also promotes learning and adoption of technologies aligned with sustainability goals to maintain competitiveness.
- **Establishing a Specialized AI Task Force:** A dedicated team has been formed to study and implement artificial intelligence (AI) to enhance product and service value, streamline internal processes, and improve operational efficiency.
- **Digital Transformation:** The company incorporates digital technology to optimize operations, support new business models, and adapt to evolving consumer behavior.

**2. Cybersecurity Threats**

Cybersecurity risks pose significant challenges to the company, particularly concerning critical systems such as **network infrastructure, financial and accounting systems, internal management, and human resources systems**. These systems contain sensitive personal data, and breaches could severely impact business operations and reputation. Potential threats include:

- Network attacks
- Unauthorized data breaches and destruction
- Misuse of sensitive information

**Risk Management Strategies:**

- **Cybersecurity Policies & Contingency Plans:** The company has established an information security policy and emergency backup plans for IT systems.
- **Strict Security Controls:** Measures such as **firewalls and access controls** are in place to safeguard corporate systems.
- **Regular Security Audits:** The company continuously monitors and reviews access rights to corporate data.
- **Data Backup & Disaster Recovery:** A backup system ensures quick data recovery in case of unexpected incidents.

By proactively managing emerging risks, the company strengthens its resilience, ensuring business sustainability, security, and adaptability in a rapidly changing environment.



## CUSTOMER RELATIONSHIP MANAGEMENT

(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 (GRI 2-25)

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 visions 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	<ul style="list-style-type: none"> <li>Customers can evaluate their satisfactions through the call center three to seven days after visiting projects</li> </ul>
2. The satisfaction towards the reservation and contract making services provided by the employees	<ul style="list-style-type: none"> <li>Customers can evaluate their satisfactions via e-mail or the contact center three to seven days after making reservations/contracts</li> </ul>
3. The satisfaction towards the services about the transfers of ownerships and the acceptances of residential places	<ul style="list-style-type: none"> <li>Customers can evaluate their satisfactions via e-mail, SMS or the contact center three to seven days after making reservations/contracts</li> </ul>
4. The satisfaction towards living for three to three months after transferring ownerships	<ul style="list-style-type: none"> <li>Customers can evaluate their satisfactions via the e-mail, SMS, Contact center in one day after transferring ownerships</li> </ul>
5. The satisfaction towards repair and other requests	<ul style="list-style-type: none"> <li>Customers can evaluate their satisfactions via Call center, SMS, Contact center seven days after repair or solution of problems by technicians</li> </ul>
6. The satisfaction towards the transfers of ownerships to villages' committees or juristic persons	<ul style="list-style-type: none"> <li>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</li> </ul>

## Customer Satisfaction Assessment

In 2024, 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: 78%**

## Organization Overview

From the results of the operation in 2024, it was found that the overall satisfaction score of current customers was 78 percent. When compared to the previous year, it was found that the rate decreased. However, this is because the company has improved the questions used in the assessment, including the satisfaction survey format, using a method of having officers call customers directly. Some customers are still concerned about fraudsters, so they do not receive complete information. This is the reason why the proportion of scores received 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***

(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.

### **Supplier Selection Criteria**

#### **1. Quality of Products and Services**

- Products or services must meet standards and certifications.
- A strong quality control system must be in place.
- Product quality must be guaranteed.

#### **2. Delivery & Reliability**

- Ability to deliver products on time.
- Backup plans in case of delivery issues.

#### **3. Cost & Value for Money**

- Pricing must be reasonable and aligned with quality and service.

#### **4. Technical Capability & Innovation**

- Expertise in relevant technologies.

**5. Sustainability & Corporate Social Responsibility (CSR)**

- Compliance with environmental standards, such as ISO 14001.
- No child labor or illegal labor practices.
- Measures to reduce waste and energy consumption in an eco-friendly manner.

**6. Support & After-sales Service**

- Reliable after-sales service.
- Ability to resolve issues quickly.
- Dedicated support team available for assistance.

**Supplier Evaluation Form**

Supplier evaluation is a critical process to ensure that business partners meet the required qualifications and operate efficiently. The company has established guidelines for assessing supplier capabilities after the procurement process. This evaluation allows for performance measurement and supplier grading across different categories. The procurement department and relevant departments utilizing the products and services are responsible for conducting the evaluation.

Criteria by procurement department
1. The company selling goods/service provider has reputation and credibility.
2. The price of goods/service is fair, suitable and can be negotiated.
3. Can accept the condition of the company (Retention, ethics and various policies of the company)
4. The Seller/service provider has knowledge and ability regarding the goods/service.
5. Coordinate and provide help or advice/correction in case of emergency.

Criteria by agencies that use products and services
1. The quality (specifications) of the delivered products is accurate and aligns with the purchase order.
2. The quality of work, competence in performance, and supervision of the output.
3. Timeline delivery of products as scheduled.
4. Service provided by supplier
5. Warranty and after-sales service.
6. Operational control and safety management.
7. Appropriate and accurate problem resolution.
8 Promptness in addressing issues.
9. Understanding the scope of work and coordination.
10. Accuracy, completeness, and timeline submission of documents.

grade	Assessment results	rating
A	Excellent	86-100 %
B	Good	70-85 %
C	Fair	50-69%
D	Poor	< 49 %

### Promotion of environmentally friendly procurement (Green Procurement)

The company is well aware of the importance of sustainable raw material procurement management. There is a policy framework that focuses on reducing the impact on the environment. and build good relations with trade partners, both major suppliers and the community level For efficient and sustainable resource management, the company Strictly set the criteria for selecting trading partners in procurement. The criteria related to the environment are used to screen and inspect. by considering in terms of reducing waste reduce greenhouse gas emissions Reduce water and energy consumption protect natural resources and biodiversity Including not cutting down forests or burning for agriculture. and non-cruelty to animals.





## ABOUT THIS REPORT

### About this report

Sustainability Report 2024 of Chewathai Public Company Limited (“the Company”) had prepared to communicate Sustainability performance of company for stakeholders or people. The report disclosures the performance covering 1 January to 31 December 2024, The information is published on the company website and delivered with the Notice Convening 2024 Annual General Meeting of Shareholders in QR Code format. In this regard, the company intends to improve the quality of Sustainability Report in providing information about concepts, goals, development and social and environment performance and also good corporate governance for stakeholders to acknowledge continuously.

### Contact Information

Chewathai Public Company Limited 1168/80 Lumpini Tower 27<sup>th</sup> floor Rama4 road, Tungmahamek area, Sathorn district, Bangkok 10120

#### **Miss Suparat Ngamsuptaweekoon, Company Secretary**

Telephone : 02 679 8870-4 ext 163

Email : [companysecretary@chewathai.com](mailto:companysecretary@chewathai.com)

#### **Corporate Social Responsibility Committee**

Email : [ChewathaiCSR@chewathai.com](mailto:ChewathaiCSR@chewathai.com)

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## FEEDBACK & QUESTIONNAIRE

Your feedback on this 2024 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**

### Chewathai Public Company Limited (Head Office)

**Address:** 1168/80 Lumpini Tower, 27th Floor, Unit D, Rama IV Road,  
Thung Maha Mek, Sathon, Bangkok 10120

**Phone:** 02-679-8870

**Email :** [chewathaiesg@chewathai.com](mailto:chewathaiesg@chewathai.com)











## CHEWATHAI PLC.

1168/80 Lumpini Tower, 27th Floor, Unit D,  
Rama IV Rd., Tungmahamek, Sathorn, Bangkok 10120  
Tel 66 (0) 2679-8870-4 Fax 66 (0) 679-8875  
**[www.chewathai.com](http://www.chewathai.com)**

 CHEWATHAIPLC  chewathaiplc  @chewathai  @chewathaiplc

