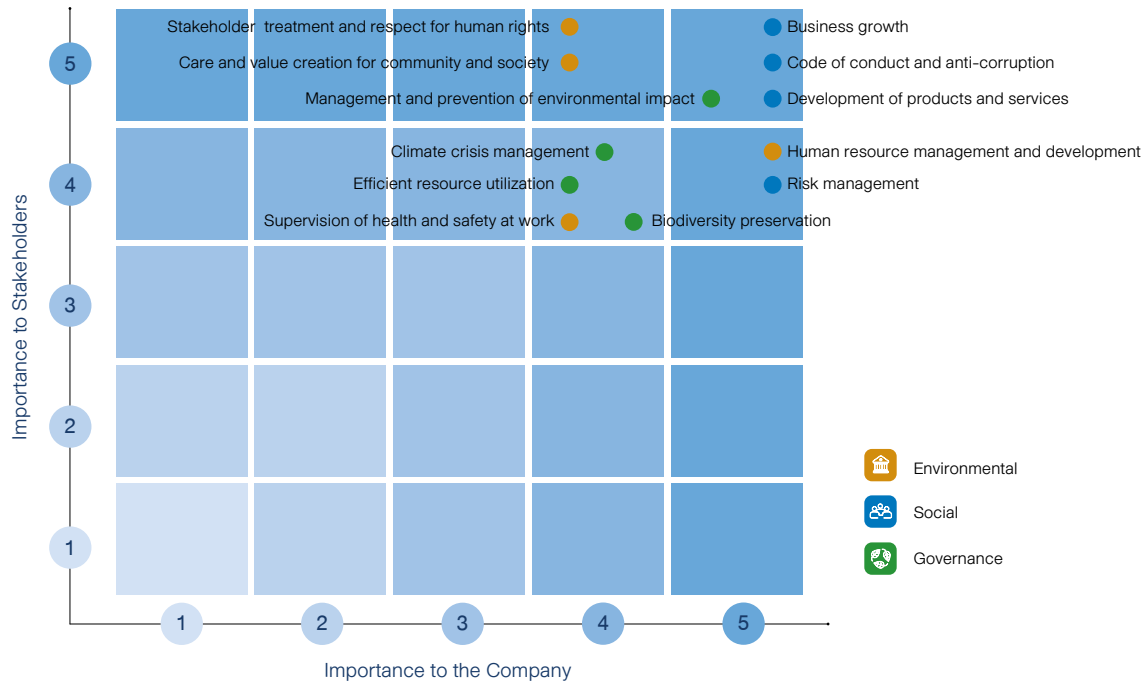


## Assessment on the significance of key sustainability issues



## Sustainability Issues Targets

Key sustainability issues	Measurement	Targets	Results
<b>Environmental</b>			
Effective resource management	Reduce electricity usage within the organization per employee	5% (compared with 2024 base year)	Reduce 20.66%
	Reduce water usage per employee	5% (compared with 2024 base year)	Increased by 9.07%
Management and prevention of environmental impact	Environmental budget, expenses, and/or fines	None	None
	Violations of environmental laws	None	None
Greenhouse Gas Management	Net Zero Greenhouse Gas Emissions	0 (By 2050)	1,716 TCO <sub>2</sub> e (By 2024)
	Greenhouse Gas Emissions from Scope 1 and 2 per employee (compared with 2020 base year)	Reduce 35% (compared with 2020 base year)	Reduce 46.83%
Biodiversity Conservation	The new project in this year is located in a natural conservation area	None	None
<b>Social</b>			
Stakeholder treatment and respect for human rights	Violations against the stakeholders	None	None
	Disputes Concerning Human Rights Violations	None	None
	Employees have completed training on human rights policy	100%	100%
Human resource management and development	Employee Engagement	80%	80%
	Employee skills development training sessions	5 hours / Employee / year	4.17 hours / Employee / year
	Employee turnover rate	15%	10.90%



Key sustainability issues	Measurement	Targets	Results
Supervision of health and safety at work	Lost Time Injury Frequency Rate (LTIFR)	0 cases per working hour	0 cases per working hour
Care and value creation for community and society	Violations of laws and regulations related to communities and society	None	None
	Fines incurred from mitigating damages to communities and society	None	None
	Community and social projects conducted in partnership with partners	10 Projects	16 Projects
<b>Governance</b>			
Business growth	Performance growth	15%	17%
Code of conduct and anti-corruption	Violations concerning business ethics, corruption, and bribery	None	None
	Penalties or expenses related to business ethics violations, corruption, and bribery	None	None
	Employees who have completed training on business ethics, corruption, and bribery	100%	100%
<b>Risk management</b>	Risk assessment across supply chain	100%	100%
Development of products and services	Customer satisfaction of products	90%	86.23%
	Customer satisfaction of services	90%	91.34%
	To maintain a strong reputation among project residents, as reflected in the Net Promoter Score (NPS).	17%	31.23%
	Reputation among project visitors, as measured by the Net Promoter Score (NPS).	85%	96.23%
	Complaints regarding customer personal data protection	None	None

## Material Sustainability Issue Management

Material Sustainability Issues	Management Plan
<b>Environmental</b>	
Efficient resource utilization	<ul style="list-style-type: none"> <li>• Ensure efficient use of electricity</li> <li>• Promote use of renewable or clean energy</li> <li>• Promote efficient water management</li> <li>• Treat wastewater from project construction according to standards and laws</li> </ul>
Management and prevention of environmental impact	<ul style="list-style-type: none"> <li>• Announce environmental policies under the concept of “GrowGreen” and review them annually</li> <li>• Carry out construction in accordance with environmental impact assessment report including requirements, related laws, regulations, and standards strictly</li> <li>• Establish measures to remedy and respond to environmental impacts resulting from the Company’s operations</li> </ul>