

Sustainability Performance Data

Thai Wah Public Company Limited

Human Capital								
GRI	Disclosures	Unit	2021		2022		2023	
			Male	Female	Male	Female	Male	Female
102-7, 405-1	Number of Employee							
	Total employee	Person	3,896		3,973		4,106	
		Person	2,018	1,878	2,037	1,936	2,055	2,051
405-1	Total employee by area							
	Bangkok	Person	97	130	99	133	96	156
	Other provinces in Thailand	Person	1,530	1,606	1,554	1,656	1,633	1,758
	Vietnam	Person	384	134	376	137	282	111
	Cambodia	Person	NA	NA	NA	NA	32	9
	Indonesia	Person	NA	NA	NA	NA	3	5
	China	Person	7	8	8	10	9	12
102-8	Total employee by employment contract and by area							
	Permanent contract	Person	1,831	1,768	1,848	1,573	1,997	2,025
	Bangkok	Person	97	130	99	132	91	151
	Other provinces	Person	1,343	1,496	1,365	1,294	1,580	1,737
	Overseas	Person	391	142	384	147	326	137
	Temporary contract	Person	187	110	189	363	58	26
	Bangkok	Person	0	0	0	1	5	5
	Overseas	Person	187	110	189	362	53	21
	Overseas	Person	0	0	0	0	0	0
	Non-guaranteed hours	Person	0	0	0	0	0	0
	Bangkok	Person	0	0	0	0	0	0
	Other provinces	Person	0	0	0	0	0	0
	Overseas	Person	0	0	0	0	0	0
	Total employee by employment type							
	Full-time	Person	2,018	1,878	2,037	1,936	2,055	2,051
	Bangkok	Person	97	130	99	133	96	156
	Other provinces	Person	1,530	1,606	1,554	1,656	1,633	1,758
	Overseas	Person	391	142	384	147	326	137
	Part-time	Person	0	0	0	0	0	0
	Bangkok	Person	0	0	0	0	0	0
Other provinces	Person	0	0	0	0	0	0	
Overseas	Person	0	0	0	0	0	0	
405-1	Total employee by age group							
	<30 years	Person	1,100		1,096		1,227	
		% of total employee	28.23		27.59		29.88	
		Person	574	526	582	514	625	602
		% of total employee	14.73	13.50	14.65	12.94	15.22	14.66
	30-50 years	Person	2,200		2,245		2,221	
		% of total employee	56.47		110.21		54.09	
		Person	1,122	1,078	1,133	1,112	1,101	1,120
% of total employee		28.80	27.67	28.52	27.99	26.81	27.28	

Human Capital								
GRI	Disclosures	Unit	2021		2022		2023	
			Male	Female	Male	Female	Male	Female
405-1	Total employee by age group							
	>50 years	Person	596		632		658	
		% of total employee	15.30		15.91		16.03	
		Person	322	274	322	310	329	329
		% of total employee	8.26	7.03	8.10	7.80	8.01	8.01
	Total employee by employee category (level)							
	Executive	Person	4	2	3	2	4	2
		% of total employee	0.10	0.05	0.08	0.05	0.10	0.05
	Management	Person	63	57	70	58	49	50
		% of total employee	1.62	1.46	1.76	1.46	1.19	1.22
	Senior	Person	307	223	302	245	289	274
		% of total employee	7.88	5.72	7.60	6.17	7.04	6.67
	Employee	Person	1,644	1,596	1,662	1,631	1,713	1,725
		% of total employee	42.20	40.97	41.83	41.05	41.72	42.01
	People with disability							
	People with disability	Person	9	5	11	7	10	7
		% of total employee	0.23	0.13	0.28	0.18	0.24	0.17
401-1	New employee							
	New employee	Person	848		713		810	
			385	463	347	366	444	366
	New hire rate	% of total employee	21.77		17.95		19.73	
			9.88	11.88	8.73	9.21	10.81	8.91
	New employee by area							
	Bangkok	Person	21	27	21	26	16	36
		% of total employee	0.54	0.69	0.53	0.65	0.39	0.88
	Other provinces	Person	364	436	326	340	331	303
		% of total employee	9.34	11.19	8.21	8.56	8.06	7.38
	Overseas	Person	NA	NA	NA	NA	97	27
		% of total employee	NA	NA	NA	NA	2.36	0.66
	New employee hire by age group							
	<30 years	Person	581		416		480	
		% of total employee	14.91		10.47		11.69	
		Person	274	307	198	218	256	224
		% of total employee	7.03	7.88	4.98	5.49	6.23	5.46
30-50 years	Person	267		291		314		
	% of total employee	6.85		7.32		7.65		
	Person	111	156	144	147	176	138	
	% of total employee	2.85	4.00	3.62	3.70	4.29	3.36	
>50 years	Person	0		6		16		
	% of total employee	-		0.15		0.39		
	Person	0	0	5	1	12	4	
	% of total employee	-	-	0.13	0.03	0.29	0.10	
Turnover								
Total employee turnover rate (including daily worker)	Person	762		958		930		
	% of total employee	19.56		24.11		22.65		
	Person	367	395	524	434	542	388	
	% of total employee	9.42	10.14	13.19	10.92	13.20	9.45	

Human Capital								
GRI	Disclosures	Unit	2021		2022		2023	
			Male	Female	Male	Female	Male	Female
401-1	Turnover							
	Total employee turnover rate (monthly)	Person	NA		NA		86	
		% of total employee	NA		NA		2.09	
		Person	NA	NA	NA	NA	57	29
		% of total employee	NA	NA	NA	NA	1.39	0.71
	Turnover rate by age group							
	<30 years	Person	238	245	292	241	299	203
		% of total employee	6.11	6.29	7.35	6.07	7.28	4.94
	30-50 years	Person	120	134	209	165	223	166
		% of total employee	3.08	3.44	5.26	4.15	5.43	4.04
	>50 years	Person	9	16	23	28	22	17
		% of total employee	0.23	0.41	0.58	0.70	0.54	0.41
	Turnover by area							
	Bangkok	Person	NA	NA	29	26	29	24
		% of total employee	NA	NA	0.71	0.63	0.71	0.58
	Other provinces	Person	NA	NA	495	408	429	337
		% of total employee	NA	NA	12.06	9.94	10.45	8.21
	Vietnam	Person	24	9	28	15	45	12
		% of total employee	0.62	0.23	0.70	0.38	1.10	0.29
	Cambodia	Person	NA	NA	NA	NA	1.00	0
		% of total employee	NA	NA	NA	NA	0.02	0
Indonesia	Person	NA	NA	NA	NA	0	1.00	
	% of total employee	NA	NA	NA	NA	0	0.02	
China	Person	1	2	2	1	3	1	
	% of total employee	0.03	0.05	0.05	0.03	0.07	0.02	
401-3	Parental leave							
	Number of employees entitled to parental leave	Person	0	6	0	5	0	50
	Number of employees taking parental leave	Person	0	7	0	5	0	50
	Number of employees returning to work after parental leave	Person	0	6	0	5	0	50
	Number of employees returning to work after parental leave who were still employed for 12 months after returning	Person	0	6	0	4	0	50
	Employee returning to work retention rate	%	0	100	0	80	0	100
404-1	Employee training							
	Average hours of training by management level							
	Executive	Hour/person/year	NA	NA	NA	NA	NA	NA
	Management	Hour/person/year	95	95	118	122	96	102
	Senior	Hour/person/year	62	62	52	52	60	54
	Employee	Hour/person/year	30	31	35	36	29	24

Human Capital								
GRI	Disclosures	Unit	2021		2022		2023	
			Male	Female	Male	Female	Male	Female
404-3	Employee receiving regular performance and career development reviews							
	Executive	Person	4	2	3	2	4	2
		%	100	100	100	100	100	100
	Management	Person	42	38	45	41	49	50
		%	67	67	64	71	100	100
	Senior	Person	146	158	185	183	289	274
		%	48	71	61	75	100	100
	Employee	Person	1,435	1,538	1,420	1,563	1,713	1,725
		%	87	96	85	96	100	100
	Employee Engagement							
	Coverage	% of total employee	NA	NA		96		96
	Employee sustainable engagement result	%	NA	NA		95		95
Gender Diversity								
Women in workforce	Person		1,736		1,789		2,051	
	% of total employee		44.56		45.03		51.62	
Women in management positions	Person		40		43		52	
	% of total employee in management position		31.75		32.33		49.52	

Environment								
GRI	Disclosures	Unit	2021		2022		2023	
Emission								
	Total GHG emissions (scope 1 + 2)	tons CO2 equivalent	89,127		58,960		58,297	
305-1	Direct GHG emissions (scope 1)	tons CO2 equivalent	48,637		15,222		12,913	
305-2	Indirect GHG emissions (scope 2)	tons CO2 equivalent	40,490		43,738		45,284	
305-3	Other Indirect GHG emissions (scope 3)	tons CO2 equivalent	105,573		107,014		108,014	

Safety and Occupational Health

GRI	Disclosures	Unit	2021	2022	2023	
403-8	Work-related fatalities					
	Employees					
	Covered by an occupational health and safety management system	Person	0	0	0	
		%	NA	NA	NA	
	Covered by such as system that has been internally audited	Person	0	0	0	
		%	NA	NA	NA	
	Covered by such a system that has been audited or certified by an external party	Person	0	0	0	
		%	NA	NA	NA	
	Contractor					
	Covered by an occupational health and safety management system	Person	0	0	0	
		%	NA	NA	NA	
	Covered by such as system that has been internally audited	Person	0	0	0	
		%	NA	NA	NA	
	Covered by such a system that has been audited or certified by an external party	Person	0	0	0	
		%	NA	NA	NA	
	403-9	Fatalities as a result of work-related injury				
		Employees	Case	0	0	0
			Case/1 million manhours	0	0	0
Bangkok		Case	0	0	0	
		Case/1 million manhours	0	0	0	
Other provinces		Case	0	0	0	
		Case/1 million manhours	0	0	0	
Contractors		Case	0	0	0	
		Case/1 million manhours	0	0	0	
Bangkok		Case	0	0	0	
		Case/1 million manhours	0	0	0	
Other provinces		Case	0	0	0	
		Case/1 million manhours	0	0	0	
High-consequence work-related injuries (excluding fatalities)						
Employees and Contractor		Case	11	8	14	
		Case/1 million manhours	16.4	5.3	5.6	
Bangkok		Case	0	0	0	
		Case/1 million manhours	0	0	0	
Other provinces		Case	11	8	7	
		Case/1 million manhours	16.4	5.3	5.6	

Safety and Occupational Health

GRI	Disclosures	Unit	2021	2022	2023
403-9	Recordable work-related injuries				
	Employees and Contractor	Case	20	9	7
		Case/1 million manhours	29.9	27.6	48.9
	Bangkok	Case	0	0	0
		Case/1 million manhours	0	0	0
	Other provinces	Case	20	9	9
		Case/1 million manhours	29.9	27.6	48.9
	Number of Hours Worked				
	Employees	Manhours	7,558,742	9,193,264	9,117,538
	Contractor		NA	NA	NA
Lost Time Injury Frequency Rate: LTIFR					
Employees and Contractor	Case	31	17	21	
	Case/1 million manhours	65.9	27.6	48.9	
	% of revenue	NA	NA	NA	