

# Sustainability Performance Data

Thai Wah Public Company Limited

| Human Capital       |  |                     |        |        |        |        |       |        |       |
|---------------------|--|---------------------|--------|--------|--------|--------|-------|--------|-------|
| GRI                 | Disclosures  | Unit                | 2021   |        | 2022   |        | 2023  |        |       |
|                     |  |                     | Male   | Female | Male   | Female | Male  | Female |       |
| 102-7,<br>405-1     | <b>Number of Employee</b>                                |                     |        |        |        |        |       |        |       |
|                     | Total employee   | Person              | 3,896  |        | 3,973  |        | 4,106 |        |       |
|                     |  | Person              | 2,018  | 1,878  | 2,037  | 1,936  | 2,055 | 2,051  |       |
| 405-1               | <b>Total employee by area</b>                            |                     |        |        |        |        |       |        |       |
|                     | 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               | <b>Total employee by employment contract and by area</b> |                     |        |        |        |        |       |        |       |
|                     | <b>Permanent contract</b>                                |                     | 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    |       |
|                     | <b>Temporary contract</b>                                |                     | 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      |       |
|                     | <b>Non-guaranteed hours</b>                              |                     | 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      |       |
|                     | <b>Total employee by employment type</b>                 |                     |        |        |        |        |       |        |       |
|                     | <b>Full-time</b>   |                     | 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    |       |
|                     | <b>Part-time</b>   |                     | 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               | <b>Total employee by age group</b>                       |                     |        |        |        |        |       |        |       |
|                     | <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   | <b>Total employee by age group</b>                 |                     |       |        |       |        |       |        |
|   | >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   |
|   | <b>Total employee by employee category (level)</b> |                     |       |        |       |        |       |        |
|   | 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  |
|   | <b>People with disability</b>                      |                     |       |        |       |        |       |        |
|   | 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   | <b>New employee</b>                                |                     |       |        |       |        |       |        |
|   | 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   |
|   | <b>New employee by area</b>                        |                     |       |        |       |        |       |        |
|   | 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   |
|   | <b>New employee hire by age group</b>              |                     |       |        |       |        |       |        |
|   | <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  |        |
| <b>Turnover</b>                                       |  |                     |       |        |       |        |       |        |
| 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 | <b>Turnover</b>  |                     |      |        |       |        |       |        |
|       | 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   |
|       | <b>Turnover rate by age group</b>  |                     |      |        |       |        |       |        |
|       | <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   |
|       | <b>Turnover by area</b>  |                     |      |        |       |        |       |        |
|       | 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 | <b>Parental leave</b>  |                     |      |        |       |        |       |        |
|       | 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 | <b>Employee training</b>   |                     |      |        |       |        |       |        |
|       | 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                   | <b>Employee receiving regular performance and career development reviews</b> |  |       |        |       |        |       |        |
|                         | 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    |
|                         | <b>Employee Engagement</b>   |  |       |        |       |        |       |        |
|                         | Coverage   | % of total employee                        | NA    | NA     |       | 96     |       | 96     |
|                         | Employee sustainable engagement result                                       | %  | NA    | NA     |       | 95     |       | 95     |
| <b>Gender Diversity</b> |  |  |       |        |       |        |       |        |
|                         | 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 |         |
|                 |  |                     |      |         |      |         |      |         |
| <b>Emission</b> |  |                     |      |         |      |         |      |         |
|                 | 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  | <b>Work-related fatalities</b>   |  |                         |      |      |   |
|  | <b>Employees</b>   |  |                         |      |      |   |
|  | 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   |   |
|  | <b>Contractor</b>  |  |                         |      |      |   |
|  | 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  | <b>Fatalities as a result of work-related injury</b> |                         |      |      |   |
|  |  | 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    |   |
| <b>High-consequence work-related injuries (excluding fatalities)</b> |  |  |                         |      |      |   |
| 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   | <b>Recordable work-related injuries</b> |                         |           |           |           |
|   | 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      |
|   | <b>Number of Hours Worked</b>           |                         |           |           |           |
|   | Employees                               | Manhours                | 7,558,742 | 9,193,264 | 9,117,538 |
|   | Contractor                              |                         | NA        | NA        | NA        |
| <b>Lost Time Injury Frequency Rate: LTIFR</b> |   |                         |           |           |           |
| Employees and Contractor                      | Case                                    | 31                      | 17        | 21        |           |
|   | Case/1 million manhours                 | 65.9                    | 27.6      | 48.9      |           |
|   | % of revenue                            | NA                      | NA        | NA        |           |







