

Sustainability Performance Data

Thai Wah Public Company Limited

| Human Capital | | | | | | | | | | |
|---------------|---|---------------------|-------|--------|--------|--------|-------|--------|-------|--------|
| GRI | Disclosures | Unit | 2021 | | 2022 | | 2023 | | 2024 | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| 2-7, 405-1 | Number of Employee | | | | | | | | | |
| | Total employee | Person | 3,896 | | 3,973 | | 4,106 | | 4,065 | |
| | | Person | 2,018 | 1,878 | 2,037 | 1,936 | 2,055 | 2,051 | 2,037 | 2,028 |
| | Workers who are not employees (Contractor) | Person | NA | | NA | | NA | | NA | |
| | | Person | NA | NA | NA | NA | NA | NA | NA | NA |
| 2-7, 405-1 | Total employee by area | | | | | | | | | |
| | Bangkok | Person | 97 | 130 | 99 | 133 | 96 | 156 | 99 | 169 |
| | Other provinces in Thailand | Person | 1,530 | 1,606 | 1,554 | 1,656 | 1,633 | 1,758 | 1,480 | 1,678 |
| | Vietnam | Person | 384 | 134 | 376 | 137 | 282 | 111 | 360 | 144 |
| | Cambodia | Person | NA | NA | NA | NA | 32 | 9 | 80 | 20 |
| | Indonesia | Person | NA | NA | NA | NA | 3 | 5 | 6 | 4 |
| | China | Person | 7 | 8 | 8 | 10 | 9 | 12 | 8 | 10 |
| | India | Person | NA | NA | NA | NA | NA | NA | 4 | 3 |
| 2-7 | Total employee by employment contract and by area | | | | | | | | | |
| | Permanent contract | Person | 1,831 | 1,768 | 1,848 | 1,573 | 1,997 | 2,025 | 2,023 | 2,020 |
| | | Bangkok | 97 | 130 | 99 | 132 | 91 | 151 | 98 | 165 |
| | | Other provinces | 1,343 | 1,496 | 1,365 | 1,294 | 1,580 | 1,737 | 1,480 | 1,678 |
| | | Overseas | 391 | 142 | 384 | 147 | 326 | 137 | 445 | 177 |
| | Temporary contract | Person | 187 | 110 | 189 | 363 | 58 | 26 | 14 | 8 |
| | | Bangkok | 0 | 0 | 0 | 1 | 5 | 5 | 1 | 4 |
| | | Other provinces | 187 | 110 | 189 | 362 | 53 | 21 | 0 | 0 |
| | | Overseas | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 4 |
| | Non-guaranteed hours | Person | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Bangkok | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Other provinces | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Overseas | 0 | 0 | 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 | 2,037 | 2,028 |
| | | Bangkok | 97 | 130 | 99 | 133 | 96 | 156 | 99 | 169 |
| | | Other provinces | 1,530 | 1,606 | 1,554 | 1,656 | 1,633 | 1,758 | 1,480 | 1,678 |
| | | Overseas | 391 | 142 | 384 | 147 | 326 | 137 | 458 | 181 |
| | Part-time | Person | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Bangkok | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Other provinces | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Overseas | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 405-1 | Total employee by age group | | | | | | | | | |
| | <30 years | Person | 1,100 | | 1,096 | | 1,227 | | 1,176 | |
| | | % of total employee | 28.23 | | 27.59 | | 29.88 | | 28.93 | |
| | | Person | 574 | 526 | 582 | 514 | 625 | 602 | 589 | 587 |
| | | % of total employee | 14.73 | 13.50 | 14.65 | 12.94 | 15.22 | 14.66 | 14.49 | 14.44 |
| | 30-50 years | Person | 2,200 | | 2,245 | | 2,221 | | 2,218 | |
| | | % of total employee | 56.47 | | 110.21 | | 54.09 | | 54.56 | |
| | | Person | 1,122 | 1,078 | 1,133 | 1,112 | 1,101 | 1,120 | 1106 | 1112 |
| | | % of total employee | 28.80 | 27.67 | 28.52 | 27.99 | 26.81 | 27.28 | 27.21 | 27.36 |

| GRI | Disclosures | Unit | 2021 | | 2022 | | 2023 | | 2024 | | |
|-------|---|---|-------|--------|-------|--------|-------|--------|-------|--------|--|
| | | | Male | Female | Male | Female | Male | Female | Male | Female | |
| 405-1 | >50 years | Person | 596 | | 632 | | 658 | | 671 | | |
| | | % of total employee | 15.30 | | 15.91 | | 16.03 | | 16.51 | | |
| | | Person | 322 | 274 | 322 | 310 | 329 | 329 | 342 | 329 | |
| | | % of total employee | 8.26 | 7.03 | 8.10 | 7.80 | 8.01 | 8.01 | 8.41 | 8.09 | |
| | | Total employee by employee category (level) | | | | | | | | | |
| | Executive | Person | 4 | 2 | 3 | 2 | 4 | 2 | 5 | 4 | |
| | | % of total employee | 0.10 | 0.05 | 0.08 | 0.05 | 0.10 | 0.05 | 0.12 | 0.10 | |
| | Management | Person | 63 | 57 | 70 | 58 | 49 | 50 | 52 | 61 | |
| | | % of total employee | 1.62 | 1.46 | 1.76 | 1.46 | 1.19 | 1.22 | 1.28 | 1.50 | |
| | Senior | Person | 307 | 223 | 302 | 245 | 289 | 274 | 205 | 233 | |
| | | % of total employee | 7.88 | 5.72 | 7.60 | 6.17 | 7.04 | 6.67 | 5.04 | 5.73 | |
| | Employee | Person | 1,644 | 1,596 | 1,662 | 1,631 | 1,713 | 1,725 | 1,775 | 1,730 | |
| | | % of total employee | 42.20 | 40.97 | 41.83 | 41.05 | 41.72 | 42.01 | 43.67 | 42.56 | |
| | People with disability | | | | | | | | | | |
| | People with disability | Person | 9 | 5 | 11 | 7 | 10 | 7 | 10 | 5 | |
| | | % of total employee | 0.23 | 0.13 | 0.28 | 0.18 | 0.24 | 0.17 | 0.25 | 0.12 | |
| 401-1 | New employee | | | | | | | | | | |
| | New employee | Person | 848 | | 713 | | 810 | | 334 | | |
| | | | 385 | 463 | 347 | 366 | 444 | 366 | 212 | 122 | |
| | New hire rate | % of total employee | 21.77 | | 17.95 | | 19.73 | | 8.22 | | |
| | | | 9.88 | 11.88 | 8.73 | 9.21 | 10.81 | 8.91 | 5.22 | 3.00 | |
| | New employee by area | | | | | | | | | | |
| | Bangkok | Person | 21 | 27 | 21 | 26 | 16 | 36 | 34 | 55 | |
| | | % of total employee | 0.54 | 0.69 | 0.53 | 0.65 | 0.39 | 0.88 | 0.84 | 1.35 | |
| | Other provinces | Person | 364 | 436 | 326 | 340 | 331 | 303 | 51 | 32 | |
| | | % of total employee | 9.34 | 11.19 | 8.21 | 8.56 | 8.06 | 7.38 | 1.25 | 0.79 | |
| | Overseas | Person | NA | NA | NA | NA | 97 | 27 | 127 | 35 | |
| | | % of total employee | NA | NA | NA | NA | 2.36 | 0.66 | 3.12 | 0.86 | |
| | New employee hire by age group | | | | | | | | | | |
| | <30 years | Person | 581 | | 416 | | 480 | | 115 | | |
| | | % of total employee | 14.91 | | 10.47 | | 11.69 | | 2.83 | | |
| | | Person | 274 | 307 | 198 | 218 | 256 | 224 | 74 | 41 | |
| | | % of total employee | 7.03 | 7.88 | 4.98 | 5.49 | 6.23 | 5.46 | 1.82 | 1.01 | |
| | 30-50 years | Person | 267 | | 291 | | 314 | | 194 | | |
| | | % of total employee | 6.85 | | 7.32 | | 7.65 | | 4.77 | | |
| | | Person | 111 | 156 | 144 | 147 | 176 | 138 | 126 | 68 | |
| | | % of total employee | 2.85 | 4.00 | 3.62 | 3.70 | 4.29 | 3.36 | 3.10 | 1.67 | |
| | >50 years | Person | - | | 6 | | 16 | | 25 | | |
| | | % of total employee | - | | 0.15 | | 0.39 | | 0.62 | | |
| | | Person | 0 | 0 | 5 | 1 | 12 | 4 | 12 | 13 | |
| | | % of total employee | - | - | 0.13 | 0.03 | 0.29 | 0.10 | 0.30 | 0.32 | |
| | Turnover | | | | | | | | | | |
| | Total employee turnover rate (including daily worker) | Person | 762 | | 958 | | 930 | | 1110 | | |
| | | % of total employee | 19.56 | | 24.11 | | 22.65 | | 27.31 | | |
| | | Person | 367 | 395 | 524 | 434 | 542 | 388 | 597 | 513 | |
| | | % of total employee | 9.42 | 10.14 | 13.19 | 10.92 | 13.20 | 9.45 | 14.69 | 12.62 | |
| | Total employee turnover rate (monthly) | Person | NA | | NA | | 86 | | 275 | | |
| | | % of total employee | NA | | NA | | 2.09 | | 6.77 | | |
| | | Person | NA | NA | NA | NA | 57 | 29 | 174 | 101 | |
| | | % of total employee | NA | NA | NA | NA | 1.39 | 0.71 | 4.28 | 2.48 | |

| GRI | Disclosures | Unit | 2021 | | 2022 | | 2023 | | 2024 | |
|--|---|---------------------|-------|--------|-------|--------|--------------|--------|--------------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| 401-1 | Turnover rate by age group | | | | | | | | | |
| | <30 years | Person | 238 | 245 | 292 | 241 | 299 | 203 | 40 | 26 |
| | | % of total employee | 6.11 | 6.29 | 7.35 | 6.07 | 7.28 | 4.94 | 0.97 | 0.63 |
| | 30-50 years | Person | 120 | 134 | 209 | 165 | 223 | 166 | 114 | 64 |
| | | % of total employee | 3.08 | 3.44 | 5.26 | 4.15 | 5.43 | 4.04 | 2.78 | 1.56 |
| | >50 years | Person | 9 | 16 | 23 | 28 | 22 | 17 | 20 | 11 |
| | | % of total employee | 0.23 | 0.41 | 0.58 | 0.70 | 0.54 | 0.41 | 0.49 | 0.27 |
| | Turnover rate by area | | | | | | | | | |
| | Bangkok | Person | NA | NA | 29 | 26 | 29 | 24 | 29 | 37 |
| | | % of total employee | NA | NA | 0.71 | 0.63 | 0.71 | 0.58 | 0.71 | 0.91 |
| | Other provinces | Person | NA | NA | 495 | 408 | 429 | 337 | 71 | 33 |
| | | % of total employee | NA | NA | 12.06 | 9.94 | 10.45 | 8.21 | 1.75 | 0.81 |
| | Vietnam | Person | 24 | 9 | 28 | 15 | 45 | 12 | 58 | 27 |
| | | % of total employee | 0.62 | 0.23 | 0.70 | 0.38 | 1.10 | 0.29 | 1.43 | 0.66 |
| | Cambodia | Person | NA | NA | NA | NA | 1.00 | 0 | 14 | 2 |
| | | % of total employee | NA | NA | NA | NA | 0.02 | 0 | 0.34 | 0.05 |
| | Indonesia | Person | NA | NA | NA | NA | 0 | 1.00 | 0 | 0 |
| | | % of total employee | NA | NA | NA | NA | 0 | 0.02 | 0 | 0 |
| | China | Person | 1 | 2 | 2 | 1 | 3 | 1 | 2 | 2 |
| | | % of total employee | 0.03 | 0.05 | 0.05 | 0.03 | 0.07 | 0.02 | 0.05 | 0.05 |
| 404-1 | Employee training | | | | | | | | | |
| | Average hours of training by employee level | | | | | | | | | |
| | Executive | Hour/person/year | NA | NA | NA | NA | NA | NA | NA | NA |
| | Management | Hour/person/year | 95 | 95 | 118 | 122 | 96 | 102 | 48 | 48 |
| | Senior | Hour/person/year | 62 | 62 | 52 | 52 | 60 | 54 | 43 | 45 |
| | Employee | Hour/person/year | 30 | 31 | 35 | 36 | 29 | 24 | 38.5 | 41.5 |
| SET | Average hours of training for all level | Hour/person/year | NA | NA | NA | NA | 62 | 60 | 43 | 45 |
| | Total investment on employees training | Baht | NA | NA | NA | NA | 2,263,307.39 | | 1,475,997.16 | |
| 404-3 | Employee receiving regular performance and career development reviews | | | | | | | | | |
| | Executive | Person | 4 | 2 | 3 | 2 | 4 | 2 | 5 | 4 |
| | | % | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Management | Person | 42 | 38 | 45 | 41 | 49 | 50 | 53 | 61 |
| | | % | 67 | 67 | 64 | 71 | 100 | 100 | 102 | 100 |
| | Senior | Person | 146 | 158 | 185 | 183 | 289 | 274 | 205 | 233 |
| | | % | 48 | 71 | 61 | 75 | 100 | 100 | 100 | 100 |
| | Employee | Person | 1,435 | 1,538 | 1,420 | 1,563 | 1,713 | 1,725 | 1,782 | 1,722 |
| | | % | 87 | 96 | 85 | 96 | 100 | 100 | 100 | 100 |
| | Employee Engagement | | | | | | | | | |
| Coverage | % of total employee | NA | NA | 96 | | 96 | | 97 | 97 | |
| Employee sustainable engagement result | % | NA | NA | 95 | | 95 | | 95 | 95 | |

| GRI | Disclosures | Unit | 2021 | | 2022 | | 2023 | | 2024 | |
|---|--|--|--------|--------|------|--------|------|--------|------------------|--------|
| | | | Male | Female | Male | Female | Male | Female | Male | Female |
| 405-1 | Gender Diversity | | | | | | | | | |
| | Women in workforce | Person | | 1,736 | | 1,789 | | 2,051 | | 1,966 |
| | | % of total employee | | 44.56 | | 45.03 | | 49.95 | | 48.36 |
| | Women in management positions | Person | | 40 | | 43 | | 52 | | 60 |
| | | % of total employee in management position | | 31.75 | | 32.33 | | 49.52 | | 49.18 |
| | Women on board of directors | Person | | 40 | | 43 | | 52 | | 2 |
| | | % of total board member | | 6.15 | | 6.37 | | 7.85 | | 0.36 |
| | SET | Employees who are the provident fund's members | Person | 702.00 | | 750.00 | | 760.00 | | 744.00 |
| % | | | 0.18 | | 0.19 | | 0.19 | | 0.18 | |
| Employer contribution to provident fund | | Baht | | | | | | | 19,361,629.43 | |
| GRI | Disclosures | Unit | 2021 | | 2022 | | 2023 | | 2024 | |
| SET | Salary and remuneration of women and men | | | | | | | | | |
| | Total salary and remuneration | Baht | | | | | | | 1,170,508,850.03 | |
| 405-2, SET | Ratio of basic salary and remuneration of women to men | | | | | | | | | |
| | Executive: Base salary | Ratio | | | | | | | 1.51 | |
| | Management: Base salary | Ratio | | | | | | | 1.01 | |
| | Senior: Base salary | Ratio | | | | | | | 0.96 | |
| | Employee: Base salary | Ratio | | | | | | | 1.13 | |

Safety and Occupational Health

| GRI | Disclosures | Unit | 2021 | 2022 | 2023 | 2024 |
|-------|--|--------|------|------|------|------|
| 403-8 | Work-related fatalities | | | | | |
| | Employees | | | | | |
| | Covered by an occupational health and safety management system | Person | 0 | 0 | 0 | 0 |
| | | % | 0 | 0 | 0 | 0 |
| | Covered by such as system that has been internally audited | Person | 0 | 0 | 0 | 0 |
| | | % | 0 | 0 | 0 | 0 |
| | Covered by such a system that has been audited or certified by an external party | Person | 0 | 0 | 0 | 0 |
| | | % | 0 | 0 | 0 | 0 |
| | Contractor | | | | | |
| | Covered by an occupational health and safety management system | Person | 0 | 0 | 0 | 0 |
| | | % | 0 | 0 | 0 | 0 |
| | Covered by such as system that has been internally audited | Person | 0 | 0 | 0 | 0 |
| | | % | 0 | 0 | 0 | 0 |
| | Covered by such a system that has been audited or certified by an external party | Person | 0 | 0 | 0 | 0 |
| % | | 0 | 0 | 0 | 0 | |

| GRI | Disclosures | Unit | 2021 | 2022 | 2023 | 2024 | |
|--|---|---|-------------------------|-----------|-----------|--------------|---|
| 403-9 | Fatalities as a result of work-related injury | | | | | | |
| | Employees | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| | Bangkok | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| | Other provinces | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| | Contractors | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| | Bangkok | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| | Other provinces | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| | 403-9 | High-consequence work-related injuries (excluding fatalities) | | | | | |
| | | Employees and Contractor | Case | 0 | 0 | 0 | 0 |
| | | | Case/1 million manhours | 0 | 0 | 0 | 0 |
| Bangkok | | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| Other provinces | | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| Recordable work-related injuries | | | | | | | |
| Employees and Contractor | | Case | 60 | 47 | 51 | 44 | |
| | | Case/1 million manhours | 7.94 | 5.11 | 5.59 | 4.80 | |
| Bangkok | | Case | 0 | 0 | 0 | 0 | |
| | | Case/1 million manhours | 0 | 0 | 0 | 0 | |
| Other provinces | | Case | 60 | 47 | 51 | 44 | |
| | | Case/1 million manhours | 7.94 | 5.11 | 5.59 | 4.80 | |
| Number of Hours Worked | | | | | | | |
| Employees | | Manhours | 7,558,742 | 9,193,264 | 9,117,538 | 9,165,777.00 | |
| Contractor | NA | | NA | NA | NA | | |
| Lost Time Injury Frequency Rate: LTIFR | | | | | | | |
| Employees and Contractor | Case | 31 | 17 | 21 | 18 | | |
| | Case/1 million manhours | 4.10 | 1.85 | 2.30 | 1.96 | | |
| | % of revenue | NA | NA | NA | NA | | |

| Environment | | | | | | |
|-------------|--|---------------------|---------|---------|---------|---------|
| GRI | Disclosures | Unit | 2021 | 2022 | 2023 | 2024 |
| | Emission | | | | | |
| | Total GHG emissions (scope 1 + 2) | tons CO2 equivalent | 89,127 | 58,960 | 58,297 | 55,980 |
| 305-1 | Direct GHG emissions (scope 1) | tons CO2 equivalent | 48,637 | 15,222 | 12,913 | 12,202 |
| 305-2 | Indirect GHG emissions (scope 2) | tons CO2 equivalent | 40,490 | 43,738 | 45,284 | 43,778 |
| 305-3 | Other Indirect GHG emissions (scope 3) | tons CO2 equivalent | 105,573 | 107,014 | 108,014 | 115,745 |