

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	32	9	80	20
	Indonesia	Person		NA	NA	NA	3	5	6	4
	China	Person	7	8	8	10	9	12	8	10
	India	Person		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	Person	97	130	99	132	91	151	98	165
	Other provinces	Person	1,343	1,496	1,365	1,294	1,580	1,737	1,480	1,678
	Overseas	Person	391	142	384	147	326	137	445	177
	Temporary contract	Person	187	110	189	363	58	26	14	8
	Bangkok	Person	0	0	0	1	5	5	1	4
	Other provinces	Person	187	110	189	362	53	21	0	0
	Overseas	Person	0	0	0	0	0	0	13	4
	Non-guaranteed hours	Person	0	0	0	0	0	0	0	0
	Bangkok	Person	0	0	0	0	0	0	0	0
	Other provinces	Person	0	0	0	0	0	0	0	0
	Overseas	Person	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	Person	97	130	99	133	96	156	99	169
	Other provinces	Person	1,530	1,606	1,554	1,656	1,633	1,758	1,480	1,678
	Overseas	Person	391	142	384	147	326	137	458	181
	Part-time	Person	0	0	0	0	0	0	0	0
	Bangkok	Person	0	0	0	0	0	0	0	0
	Other provinces	Person	0	0	0	0	0	0	0	0
	Overseas	Person	0	0	0	0	0	0	0	0
405-1 Total employee by age group										
		Person		1,100		1,096		1,227		1,176
	<30 years	% 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	1,106	1,112
		% 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
		Total investment on employees training	Baht	NA	NA	NA	NA	2,263,307.39	1,475,997.16	
	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	96	97	97	97
	Employee sustainable engagement result	%	NA	NA	95	95	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