

# Sustainability Performance Data

Thai Wah Public Company Limited

| Human Capital       |  |  |       |        |       |        |       |        |       |        |       |        |
|---------------------|--|--|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
| GRI                 | Disclosures  | Unit                                     | 2021  |        | 2022  |        | 2023  |        | 2024  |        | 2025  |        |
|                     |  |  | Male  | Female |
| 2-7, 405-1          | <b>Number of Employee</b>                                |  |       |        |       |        |       |        |       |        |       |        |
|                     | Total employee   | Person                                   |       | 3,896  |       | 3,973  |       | 4,106  |       | 4,065  |       | 4,130  |
|                     |  | Person                                   | 2,018 | 1,878  | 2,037 | 1,936  | 2,055 | 2,051  | 2,037 | 2,028  | 2,031 | 2,099  |
|                     | Workers who are not employees (Contractor)               | Person                                   |       |        |       |        |       |        |       |        |       | 0      |
|                     | Person   |  |       |        |       |        |       |        |       |        |       |        |
| 2-7, 405-1          | <b>Total employee by area</b>                            |  |       |        |       |        |       |        |       |        |       |        |
|                     | Bangkok  | Person                                   | 97    | 130    | 99    | 133    | 96    | 156    | 99    | 169    | 83    | 152    |
|                     | Other provinces in Thailand                              | Person                                   | 1530  | 1606   | 1554  | 1656   | 1633  | 1758   | 1480  | 1678   | 1556  | 1795   |
|                     | Vietnam  | Person                                   | 384   | 134    | 376   | 137    | 282   | 111    | 360   | 144    | 280   | 117    |
|                     | Cambodia   | Person                                   | NA    | NA     | NA    | NA     | 32    | 9      | 80    | 20     | 89    | 18     |
|                     | Indonesia  | Person                                   | NA    | NA     | NA    | NA     | 3     | 5      | 6     | 4      | 4     | 4      |
|                     | China  | Person                                   | 7     | 8      | 8     | 10     | 9     | 12     | 8     | 10     | 14    | 10     |
|                     | India  | Person                                   | NA    | NA     | NA    | NA     | NA    | NA     | 4     | 3      | 4     | 1      |
|                     | Philippine   | Person                                   | NA    | NA     | NA    | NA     | NA    | NA     | NA    | NA     | 1     | 2      |
|                     |  | Person                                   |       |        |       |        |       |        |       |        |       |        |
| 2-7                 | <b>Total employee by employment contract and by area</b> |  |       |        |       |        |       |        |       |        |       |        |
|                     | <b>Permanent contract</b>                                | Person                                   | 1831  | 1768   | 1848  | 1573   | 1997  | 2025   | 2023  | 2020   | 1990  | 2084   |
|                     | Bangkok  | Person                                   | 97    | 130    | 99    | 132    | 91    | 151    | 98    | 165    | 81    | 148    |
|                     | Other provinces  | Person                                   | 1343  | 1496   | 1365  | 1294   | 1580  | 1737   | 1480  | 1678   | 1555  | 1791   |
|                     | Overseas   | Person                                   | 391   | 142    | 384   | 147    | 326   | 137    | 445   | 177    | 354   | 145    |
|                     | <b>Temporary contract</b>                                | Person                                   | 187   | 110    | 189   | 363    | 58    | 26     | 14    | 8      | 41    | 15     |
|                     | Bangkok  | Person                                   | 0     | 0      | 0     | 1      | 5     | 5      | 1     | 4      | 2     | 4      |
|                     | Other provinces  | Person                                   | 187   | 110    | 189   | 362    | 53    | 21     | 0     | 0      | 1     | 4      |
|                     | Overseas   | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 13    | 4      | 38    | 7      |
|                     | <b>Non-guaranteed hours</b>                              | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
|                     | Bangkok  | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
|                     | Other provinces  | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
|                     | Overseas   | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
|                     |  | Person                                   |       |        |       |        |       |        |       |        |       |        |
|                     | 2-7  | <b>Total employee by employment type</b> |       |        |       |        |       |        |       |        |       |        |
| <b>Full-time</b>    |  | Person                                   | 2018  | 1878   | 2037  | 1936   | 2055  | 2051   | 2037  | 2028   | 2031  | 2099   |
| Bangkok             |  | Person                                   | 97    | 130    | 99    | 133    | 96    | 156    | 99    | 169    | 83    | 152    |
| Other provinces     |  | Person                                   | 1530  | 1606   | 1554  | 1656   | 1633  | 1758   | 1480  | 1678   | 1556  | 1795   |
| Overseas            |  | Person                                   | 391   | 142    | 384   | 147    | 326   | 137    | 458   | 181    | 392   | 152    |
| <b>Part-time</b>    |  | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
| Bangkok             |  | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
| Other provinces     |  | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
| Overseas            |  | Person                                   | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0     | 0      |
|                     | Person   |  |       |        |       |        |       |        |       |        |       |        |
| 405-1               | <b>Total employee by age group</b>                       |  |       |        |       |        |       |        |       |        |       |        |
|                     | <30 years  | Person                                   |       | 1100   |       | 1096   |       | 1227   |       | 1176   |       | 1424   |
|                     | % of total employee                                      |  |       | 28.23  |       | 27.59  |       | 29.88  |       | 28.93  |       | 34.48  |
|                     | Person   | 574                                      | 526   | 582    | 514   | 625    | 602   | 589    | 587   | 734    | 690   |        |
|                     | % of total employee                                      | 14.73                                    | 13.50 | 14.65  | 12.94 | 15.22  | 14.66 | 14.49  | 14.44 | 17.77  | 16.71 |        |
|                     | 30-50 years  | Person                                   |       | 2200   |       | 2245   |       | 2221   |       | 2218   |       | 2231   |
|                     | % of total employee                                      |  | 56.47 |        | 56.51 |        | 54.09 |        | 54.56 |        | 54.02 |        |
|                     | Person   | 1122                                     | 1078  | 1133   | 1112  | 1101   | 1120  | 1106   | 1112  | 1080   | 1151  |        |
|                     | % of total employee                                      | 28.80                                    | 27.67 | 28.52  | 27.99 | 26.81  | 27.28 | 27.21  | 27.36 | 26.15  | 27.87 |        |
|                     | >50 years  | Person                                   |       | 596    |       | 632    |       | 658    |       | 671    |       | 475    |
|                     | % of total employee                                      |  | 15.30 |        | 15.91 |        | 16.03 |        | 16.51 |        | 11.50 |        |
|                     | Person   | 322                                      | 274   | 322    | 310   | 329    | 329   | 342    | 329   | 217    | 258   |        |
| % of total employee | 8.26   | 7.03                                     | 8.10  | 7.80   | 8.01  | 8.01   | 8.41  | 8.09   | 5.25  | 6.25   |       |        |
|                     | Person   |  |       |        |       |        |       |        |       |        |       |        |
| 405-1               | <b>Total employee by employee category (level)</b>       |  |       |        |       |        |       |        |       |        |       |        |
|                     | Executive  | Person                                   | 4     | 2      | 3     | 2      | 4     | 2      | 5     | 4      | 3     | 4      |
|                     | % of total employee                                      | 0.10                                     | 0.05  | 0.08   | 0.05  | 0.10   | 0.05  | 0.12   | 0.10  | 0.07   | 0.10  |        |
|                     | Management   | Person                                   | 63    | 57     | 70    | 58     | 49    | 50     | 52    | 61     | 44    | 43     |
|                     | % of total employee                                      | 1.62                                     | 1.46  | 1.76   | 1.46  | 1.19   | 1.22  | 1.28   | 1.50  | 1.07   | 1.04  |        |
|                     | Senior   | Person                                   | 307   | 223    | 302   | 245    | 289   | 274    | 205   | 233    | 164   | 107    |
|                     | % of total employee                                      | 7.88                                     | 5.72  | 7.60   | 6.17  | 7.04   | 6.67  | 5.04   | 5.73  | 3.97   | 2.59  |        |
|                     | Employee   | Person                                   | 1644  | 1596   | 1662  | 1631   | 1713  | 1725   | 1775  | 1730   | 1820  | 1945   |
|                     | % of total employee                                      | 42.20                                    | 40.97 | 41.83  | 41.05 | 41.72  | 42.01 | 43.67  | 42.56 | 44.07  | 47.09 |        |
|                     |  | Person                                   |       |        |       |        |       |        |       |        |       |        |
| 405-1               | <b>People with disability</b>                            |  |       |        |       |        |       |        |       |        |       |        |
|                     | People with disability                                   | Person                                   | 9     | 5      | 11    | 7      | 10    | 7      | 10    | 5      | 11    | 8      |
| % of total employee | 0.23   | 0.13                                     | 0.28  | 0.18   | 0.24  | 0.17   | 0.25  | 0.12   | 0.27  | 0.19   |       |        |
| 401-1               | <b>New employee</b>                                      |  |       |        |       |        |       |        |       |        |       |        |
|                     | New employee   | Person                                   |       | 848    |       | 713    |       | 810    |       | 334    |       | 813    |
|                     | % of total employee                                      |  |       | 21.77  |       | 17.95  |       | 19.73  |       | 8.22   |       | 19.69  |
|                     | Person   | 385                                      | 463   | 347    | 366   | 444    | 366   | 212    | 122   | 439    | 374   |        |
| % of total employee | 9.88   | 11.88                                    | 8.73  | 9.21   | 10.81 | 8.91   | 5.22  | 3.00   | 10.63 | 9.06   |       |        |
| 401-1               | <b>New employee by area</b>                              |  |       |        |       |        |       |        |       |        |       |        |
|                     | Bangkok  | Person                                   | 21    | 27     | 21    | 26     | 16    | 36     | 34    | 55     | 13    | 34     |
|                     | % of total employee                                      | 0.54                                     | 0.69  | 0.53   | 0.65  | 0.39   | 0.88  | 0.84   | 1.35  | 0.31   | 0.82  |        |
|                     | Other provinces  | Person                                   | 364   | 436    | 326   | 340    | 331   | 303    | 51    | 32     | 368   | 318    |
|                     | % of total employee                                      | 9.34                                     | 11.19 | 8.21   | 8.56  | 8.06   | 7.38  | 1.25   | 0.79  | 8.91   | 7.70  |        |
|                     | Overseas   | Person                                   | NA    | NA     | NA    | NA     | 97    | 27     | 127   | 35     | 58    | 22     |
| % of total employee | NA   | NA                                       | NA    | NA     | 2.36  | 0.66   | 3.12  | 0.86   | 1.40  | 0.53   |       |        |
| 401-1               | <b>New employee hire by age group</b>                    |  |       |        |       |        |       |        |       |        |       |        |
|                     | <30 years  | Person                                   |       | 581    |       | 416    |       | 480    |       | 115    |       | 474    |
|                     | % of total employee                                      |  |       | 14.91  |       | 10.47  |       | 11.69  |       | 2.83   |       | 11.48  |
|                     | Person   | 274                                      | 307   | 198    | 218   | 256    | 224   | 74     | 41    | 262    | 212   |        |
|                     | % of total employee                                      | 7.03                                     | 7.88  | 4.98   | 5.49  | 6.23   | 5.46  | 1.82   | 1.01  | 6.34   | 5.13  |        |
|                     | 30-50 years  | Person                                   |       | 267    |       | 291    |       | 314    |       | 194    |       | 328    |
|                     | % of total employee                                      |  | 6.85  |        | 7.32  |        | 7.65  |        | 4.77  |        | 7.94  |        |
|                     | Person   | 111                                      | 156   | 144    | 147   | 176    | 138   | 126    | 68    | 171    | 157   |        |
|                     | % of total employee                                      | 2.85                                     | 4.00  | 3.62   | 3.70  | 4.29   | 3.36  | 3.10   | 1.67  | 4.14   | 3.80  |        |
|                     | >50 years  | Person                                   |       | 6      |       | 6      |       | 16     |       | 25     |       | 11     |
|                     | % of total employee                                      |  | 0.15  |        | 0.15  |        | 0.39  |        | 0.62  |        | 0.27  |        |
|                     | Person   |  | 5     |        | 1     |        | 4     |        | 12    |        | 6     |        |
| % of total employee |  | 0.13                                     |       | 0.03   |       | 0.29   |       | 0.30   |       | 0.15   |       |        |
|                     | Person   |  |       |        |       |        |       |        |       |        |       |        |
| 401-1               | <b>Turnover</b>  |  |       |        |       |        |       |        |       |        |       |        |
|                     | Total employee turnover rate (including daily worker)    | Person                                   |       | 762    |       | 958    |       | 930    |       | 1110   |       | 1226   |
|                     | % of total employee                                      |  |       | 19.56  |       | 24.11  |       | 22.65  |       | 27.31  |       | 29.69  |
|                     | Person   | 367                                      | 395   | 524    | 434   | 542    | 388   | 597    | 513   | 700    | 526   |        |
|                     | % of total employee                                      | 9.42                                     | 10.14 | 13.19  | 10.92 | 13.20  | 9.45  | 14.69  | 12.62 | 16.95  | 12.74 |        |
|                     | Total employee turnover rate (monthly)                   | Person                                   |       |        |       |        |       | 86     |       | 275    |       | 223    |
|                     | % of total employee                                      |  |       |        |       |        |       | 2.09   |       | 6.77   |       | 5.40   |
|                     | Person   |  |       |        |       |        | 57    |        | 29    |        | 174   |        |
|                     | % of total employee                                      |  |       |        |       |        | 1.39  |        | 0.71  |        | 4.28  |        |
|                     |  | Person                                   |       |        |       |        |       |        |       |        |       |        |
| 401-1               | <b>Turnover rate by age group</b>                        |  |       |        |       |        |       |        |       |        |       |        |
|                     | <30 years  | Person                                   | 238   | 245    | 292   | 241    | 299   | 203    | 40    | 26     | 332   | 259    |
|                     | % of total employee                                      | 6.11                                     | 6.29  | 7.35   | 6.07  | 7.28   | 4.94  | 0.98   | 0.64  | 8.04   | 6.27  |        |
|                     | 30-50 years  | Person                                   | 120   | 134    | 209   | 165    | 223   | 166    | 114   | 64     | 288   | 217    |
|                     | % of total employee                                      | 3.08                                     | 3.44  | 5.26   | 4.15  | 5.43   | 4.04  | 2.80   | 1.57  | 6.97   | 5.25  |        |
|                     | >50 years  | Person                                   | 9     | 16     | 23    | 28     | 22    | 17     | 20    | 11     | 80    | 50     |
|                     | % of total employee                                      | 0.23                                     | 0.41  | 0.58   | 0.70  | 0.54   | 0.41  | 0.49   | 0.27  | 1.94   | 1.21  |        |



| Safety and Occupational Health |   |        |           |           |           |           |           |
|--------------------------------|---|--------|-----------|-----------|-----------|-----------|-----------|
| GRI                            | Disclosures   | Unit   | 2021      | 2022      | 2023      | 2024      | 2025      |
| 403-8                          | <b>Workers covered by an occupational health and safety management system</b> |        |           |           |           |           |           |
|                                | <b>Employees</b>  |        |           |           |           |           |           |
|                                | Covered by an occupational health and safety management system                | Person | 3,896     | 3,973     | 4,106     | 4,065     | 4,130     |
|                                |   | %      | 100       | 100       | 100       | 100       | 100       |
|                                | Covered by such a system that has been internally audited                     | Person | 0         | 0         | 0         | 0         | 0         |
|                                |   | %      | 0         | 0         | 0         | 0         | 0         |
|                                | Covered by such a system that has been audited or certified by an             | Person | 0         | 0         | 0         | 0         | 0         |
|                                |   | %      | 0         | 0         | 0         | 0         | 0         |
|                                | <b>Contractor</b>   |        |           |           |           |           |           |
|                                | Covered by an occupational health and safety management system                | Person | 0         | 0         | 0         | 0         | 0         |
|                                |   | %      | 0         | 0         | 0         | 0         | 0         |
|                                | Covered by such a system that has been internally audited                     | Person | 0         | 0         | 0         | 0         | 0         |
|                                |   | %      | 0         | 0         | 0         | 0         | 0         |
|                                | Covered by such a system that has been audited or certified by an             | Person | 0         | 0         | 0         | 0         | 0         |
|                                |   | %      | 0         | 0         | 0         | 0         | 0         |
| 403-9                          | <b>Fatalities as a Result of Work-Related Injury</b>                          |        |           |           |           |           |           |
|                                | <b>Employees</b>  |        |           |           |           |           |           |
|                                | Case  |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Bangkok   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Other provinces   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | <b>Contractors</b>  |        |           |           |           |           |           |
|                                | Case  |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Bangkok   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Other provinces   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
| 403-9                          | <b>High-Consequence Work-Related Injuries (Excluding Fatalities)</b>          |        |           |           |           |           |           |
|                                | <b>Employees</b>  |        |           |           |           |           |           |
|                                | Case  |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Bangkok   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Other provinces   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | <b>Contractors</b>  |        |           |           |           |           |           |
|                                | Case  |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Bangkok   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Other provinces   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | <b>Recordable Work-Related Injuries (TRIC and TRIR)</b>                       |        |           |           |           |           |           |
|                                | <b>Employees</b>  |        |           |           |           |           |           |
|                                | Case  |        | 60        | 47        | 51        | 44        | 37        |
|                                | Case/200000manhours   |        | 1.59      | 1.02      | 1.12      | 0.96      | 0.97      |
|                                | Bangkok   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Case/200000manhours   |        | 0         | 0         | 0         | 0         | 0         |
|                                | Other provinces   |        | 60        | 47        | 51        | 44        | 37        |
|                                | Case/200000manhours   |        | 1.59      | 1.02      | 1.12      | 0.96      | 0.97      |
|                                | <b>Contractors</b>  |        |           |           |           |           |           |
|                                | Case  |        | NA        | NA        | NA        | NA        | 2         |
|                                | Case/200000manhours   |        | NA        | NA        | NA        | NA        | 0.47      |
|                                | Bangkok   |        | NA        | NA        | NA        | NA        | 0         |
|                                | Case/200000manhours   |        | NA        | NA        | NA        | NA        | 0         |
|                                | Other provinces   |        | NA        | NA        | NA        | NA        | 2         |
|                                | Case/200000manhours   |        | NA        | NA        | NA        | NA        | 0.47      |
|                                | <b>Number of Hours Worked</b>   |        |           |           |           |           |           |
|                                | <b>Employees</b>  |        |           |           |           |           |           |
|                                | Manhours  |        | 7,558,742 | 9,193,264 | 9,117,538 | 9,165,777 | 7,644,119 |
|                                | <b>Contractor</b>   |        |           |           |           |           |           |
|                                | Manhours  |        | NA        | NA        | NA        | NA        | 860,205   |
|                                | <b>Lost Time Injury Frequency Rate: LTIFR</b>                                 |        |           |           |           |           |           |
|                                | <b>Employees</b>  |        |           |           |           |           |           |
|                                | Case  |        | 31        | 17        | 21        | 18        | 21        |
|                                | Case/200000manhours   |        | 0.82      | 0.37      | 0.46      | 0.39      | 0.55      |
|                                | <b>Contractors</b>  |        |           |           |           |           |           |
|                                | Case  |        | NA        | NA        | NA        | NA        | 0         |
|                                | Case/200000manhours   |        | NA        | NA        | NA        | NA        | 1         |

| Environment |                                    |                     |         |         |         |         |         |
|-------------|------------------------------------|---------------------|---------|---------|---------|---------|---------|
| GRI         | Disclosures                        | Unit                | 2021    | 2022    | 2023    | 2024    | 2025    |
|             | <b>Emission</b>                    |                     |         |         |         |         |         |
|             | Total GHG emissions (scope 1+ 2)   | tons CO2 equivalent | 89,127  | 58,960  | 58,197  | 55,980  | 65,694  |
| 305-1       | Direct GHG emissions (scope1)      | tons CO2 equivalent | 48,637  | 15,222  | 12,913  | 12,202  | 21,632  |
| 305-2       | Indirect GHG emissions(scope 2)    | tons CO2 equivalent | 40,490  | 43,738  | 45,284  | 43,778  | 44,062  |
| 305-3       | Other Indirect GHG emissions(scope | tons CO2 equivalent | 105,573 | 107,014 | 108,014 | 115,745 | 121,836 |